

Mercy Corps Europe

Modern Slavery Statement – 2023-2024

Introduction

The Modern Slavery Act 2015 states that UK organisations with a turnover of £36 million or above must publish an annual statement to report on the steps they are taking to ensure that modern slavery and human trafficking are not taking place in the supply chains that provide their goods and services. Mercy Corps Europe has been publishing an annual statement since 2016.

As a global humanitarian and development organisation, Mercy Corps Europe is committed to preventing modern slavery and human trafficking within its organisation, and to ensuring that its operations, supply chain and the programmes which it implements are free from modern slavery and human trafficking. This Statement sets out the steps which Mercy Corps Europe (as part of the global organisation, Mercy Corps) is taking to mitigate against the risks of modern slavery and human trafficking.

Organisational Structure

Mercy Corps Europe is a registered Scottish charity, structured as a registered company limited by guarantee in the UK. Mercy Corps Europe is part of the world-wide organisation, Mercy Corps. Mercy Corps consists of:

- Mercy Corps Global, a US entity registered in Washington State and its country operations, including branches and local organisations (located in approximately 40 countries);
- Mercy Corps Europe, a UK entity with offices in Edinburgh and London;
- Mercy Corps Netherlands, a Dutch entity with offices in The Hague and Brussels; and
- Other affiliated entities of the global organisation.

Business and Supply Chain

Mercy Corps exists to alleviate suffering, poverty and oppression by helping people build secure, productive and just communities.

As of 31 May 2024, Mercy Corps Europe employs 186 persons and Mercy Corps globally has over 6,000 team members. Mercy Corps defines “team members” to include members of the Board of Directors, officers, management, employees, seconded employees, interns and volunteers.

Mercy Corps’ supply chain comprises subawardees, partner organisations, contractors, outside experts, consultants, agents, representatives and other organisations or individuals that act on Mercy Corps’ behalf or at Mercy Corps’ direction, known collectively as “partners”.

Mercy Corps works in over 40 countries and procures a wide range of goods and services from suppliers around the world, including suppliers based directly or indirectly in countries deemed to be higher risk on the Global Slavery Index. For further information on where Mercy Corps works and what we do, please see our [website](#).

Policies and Procedures

Mercy Corps has policies and procedures in place to minimise the risk of modern slavery and human trafficking in its operations and supply chain. Mercy Corps' suite of globally applicable Ethics policies includes:

- Anti-Human Trafficking and Exploitation Policy;
- Child Safeguarding Policy;
- Speak Out! Policy (formerly Ethics Complaint and Whistleblowing Policy);
- Prevention of Sexual Exploitation and Abuse (PSEA) of Program Participants and Community Members Policy;
- Sexual Misconduct in the Workplace Policy;
- Discrimination, Harassment and Bullying Policy;
- Anti-Fraud and Anti-Corruption Policy;
- Preventing Support for and Transactions with Prohibited Parties Policy;
- Conflict of Interest Policy;
- Safeguarding Core Standards Policy; and
- Community Accountability and Reporting Mechanism (CARM) Policy.

The Ethics policies and accompanying guidance are available publicly on our website: <https://www.mercycorps.org/who-we-are/ethics-policies>. These policies are also available on our internal Digital Library (and signposted through various other internal platforms). All policies are available in English, Arabic, French, Spanish and Russian. Mercy Corps' Ethics policies are reviewed and updated regularly.

All team members and partners (as defined above and in the policies) must comply with our Ethics policies as a condition of engagement with Mercy Corps. All team members are required to undertake training on the Ethics policies as part of their onboarding.

Further information about the Ethics policies relevant for our commitments against modern slavery and human trafficking is provided below.

Anti-Human Trafficking and Exploitation Policy

Mercy Corps is committed to a work environment and operations that are free from human trafficking and exploitation. Mercy Corps does not tolerate human trafficking or slavery in any part of our global organisation or with any of our partners.

During the financial year 2021-2022, Mercy Corps carried out a comprehensive review of our safeguarding policies with an external organisation with expertise in PSEA, child safeguarding and human trafficking to ensure that our policies are at the forefront of sector best practice. Part of this review included ensuring that our Ethics policies covered all requirements in relation to the UK Modern Slavery Act. Following the review, the 2018 Anti-Trafficking Policy was updated and the Anti-Human Trafficking and Exploitation Policy was approved in March 2023 and

subsequently rolled out. The updated Policy provides additional detail about our commitment to ensure that our programmes, operations, and supply chains are free from all forms of human trafficking and exploitative labour, including child labour, as well as ensuring we are compliant with all regulatory requirements and best practices.

The Anti-Human Trafficking and Exploitation Policy includes the following provisions:

- Stating our zero tolerance for any conduct which is abusive or exploitative;
- Requiring adherence to all laws prohibiting exploitation and trafficking in persons;
- Outlining our commitment to the core principles of the UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children; and International Labor Organization (ILO) standards, including those on forced labour and child labour;
- Prohibiting any team member or partner from engagement, complicity in, or benefiting from any practice that constitutes human trafficking or exploitation;
- Outlining specific prohibited conduct, including:
 - The use of worker-paid recruitment fees;
 - Child labour (linked to the Child Safeguarding Policy, further outlined below);
 - The confiscation or destruction of workers' original identification documents;
 - Procuring commercial sex acts;
 - Employing domestic help exploitatively;
 - Forced or exploitative labour; and
 - Fraudulent recruitment practices;
- Procedures required to ensure compliance with the Policy, including in relation to procurement (further outlined below); and
- A reporting requirement that team members, partners and visitors are required to immediately report suspected violations of this Policy. This commitment is also included in the Speak Out! Policy and other Ethics policies.

Child Safeguarding Policy

The Child Safeguarding Policy was substantially reviewed in financial year 2022-2023 and an updated Policy approved in March 2023 and subsequently rolled out. The updated Policy includes additional provisions on digital safeguarding, grooming, and child labour. The primary provisions, including the absolute prohibition on any form of sexual activity with children under 18, including child marriage, remain unchanged.

Our Child Safeguarding Policy reinforces our commitment to international standards, including the United Nations Convention on the Rights of the Child and International Labor Organization conventions. The child labour provisions articulate the difference between acceptable work for children under the age of 18 and prohibited child labour: work that is mentally, physically, socially, or morally dangerous or harmful to children, and/or interferes with their schooling.

This policy states the expectations regarding team member conduct with children, both during and outside of working hours and clearly outlines prohibited conduct. It states the process and procedures that Mercy Corps will maintain to ensure that team members uphold its standards and how cases of misconduct are identified, reported and addressed in an appropriate and timely manner. The policy applies globally despite local custom, law or age of consent. All team members, partners and visitors are required to report suspected violations of this policy as soon as possible.

Prevention of Sexual Exploitation and Abuse of Participants and Community Members Policy

Mercy Corps is committed to ensuring that all individuals we come into contact with through our work, whether team members, community members, programme participants or others, are treated with respect and dignity. We expect team members, visitors and partners to put the well-being and best interests of our programme participants as the highest priority, and to never engage in conduct that could be perceived as abusive, exploitative or harassing. We expect all team members to foster a culture that supports this standard. We will not tolerate sexual exploitation, abuse, or harassment by our team members, visitors or anyone else receiving Mercy Corps resources. We are committed to the core principles regarding the prevention of sexual exploitation and abuse outlined by the United Nations Secretary General in 2003, as well as the 2019 Inter-Agency Standing Committee (IASC) 6 Core Principles Relating to Sexual Exploitation and Abuse, and Mercy Corps is a signatory to the “Statement of Commitment on Eliminating Sexual Exploitation and Abuse by UN and non-UN Personnel.”

This policy applies globally and sets forth our expectations of personal and professional behaviour related to the prohibition of sexual exploitation and/or abuse of programme participants and community members and the required procedures to ensure we uphold our commitment to preventing such conduct and responding appropriately and in a survivor-centred way to all allegations of exploitation or abuse. The Prevention of Sexual Exploitation and Abuse of Participants and Community Members Policy will be fully reviewed this year.

Safeguarding Core Standards Policy

The Safeguarding Core Standards Policy was launched in January 2024, with the intent to more fully operationalise our safeguarding commitments, clarify responsibilities and ensure every team member at Mercy Corps understands their role and is empowered to prevent and respond to exploitation, abuse, trafficking and harassment, leading to a more safe, diverse and inclusive Mercy Corps. There are ten core standards, which outline specific minimum requirements. Each standard is accompanied by field-tested tools and guidance to support their implementation. The ten standards are:

1. Safeguarding prevention and response roles are in place at the country level;
2. Safe recruitment processes are in place;
3. All team members receive regular and ongoing safeguarding training;
4. Leadership at all levels demonstrate commitment to safeguarding;
5. Safeguarding is integrated throughout the programme cycle and included in programme budgets;
6. Partners and contractors are vetted, monitored, and supported appropriately on safeguarding;
7. Reporting systems are trusted, operational, accessible and communicated;
8. Survivors are treated with respect and provided with appropriate, dignified support;
9. Safeguarding investigations are survivor-centred, timely and thorough; and
10. Images, stories and personal information are gathered, stored and used safely.

We are continuing to sensitise country teams on the implementation of the Core Standards Policy and are monitoring progress via a Core Standards Implementation Dashboard. The

Dashboard allows us to identify gaps and areas for ongoing support by the global and regional safeguarding teams.

Sexual Misconduct in the Workplace Policy

Mercy Corps is committed to a work environment in which everyone is treated with respect and dignity. We will not tolerate sexual harassment or assault by or of team members anywhere in the world. The Sexual Misconduct in the Workplace Policy sets out Mercy Corps' prohibitions against sexual harassment and sexual assault and the required procedures to ensure Mercy Corps upholds its commitment to preventing sexual harassment and assault by and of team members. It is intended to ensure that all team members around the world are held to a common minimum standard and that all allegations of violations and decisions regarding disciplinary measures are handled in a manner as consistent as possible. The Sexual Misconduct in the Workplace policy will be fully reviewed this year.

Discrimination, Harassment and Bullying Policy

Mercy Corps does not tolerate discrimination, harassment, or bullying of team members anywhere in the world. The Discrimination, Harassment and Bullying Policy sets out Mercy Corps' prohibitions against discrimination, harassment, and bullying and the required procedures to ensure Mercy Corps upholds its commitment to preventing harassment, discrimination and bullying by and of team members and that all working relationships are free of bias and prejudice. This policy is intended to ensure that all global team members are held to a common minimum standard and that all allegations of violations and decisions regarding disciplinary measures are handled in as consistent a manner as possible.

Speak Out! Policy (formerly Ethics Complaint and Whistleblowing Policy)

The Speak Out! Policy was reviewed and updated this financial year. All team members at Mercy Corps are expected to perform with the highest personal and professional ethical conduct. This policy serves to guide team members who have specific concerns that our commitments to ethical conduct may be at risk. It addresses how team members can report specific concerns and potential policy violations, the protections against retaliation for reporting, and how Mercy Corps will respond to reports. It includes the principle of non-retaliation that no team member or partner who reports a violation will suffer harassment, retaliation, or adverse employment consequences, such as being terminated, demoted, or otherwise discriminated against as a reprisal for reporting a violation. Any team member who is determined to have retaliated against someone for reporting a violation may be subject to discipline up to and including termination of employment.

The Speak Out! Policy also includes details on Mercy Corps' [Integrity Hotline](#), which is intended for reporting Mercy Corps' Code of Conduct violations confidentially and directly to the Global Ethics Department and/or to seek advice. The Integrity Hotline web portal is available in four languages, 24 hours a day. An email address and phone lines in over 50 languages are also available. All team members, partners and visitors are required to report suspected violations of our Ethics policies as soon as possible. Reports may be submitted anonymously.

Community Accountability and Reporting Mechanism (CARM) Policy

CARM was developed as part of Mercy Corps' global commitment to accountability to affected populations and the prevention of all forms of exploitation and abuse. CARM is a channel for community members to provide feedback, suggestions, complaints, and concerns, in a manner that is safe, confidential, transparent, and accessible, enabling Mercy Corps to respond and make any necessary adaptations and to ensure the safety, security, and empowerment of programme participants. Mercy Corps creates and maintains accessible and effective reporting mechanisms so that our participants and the communities in which we work are able to report feedback and complaints in a manner that is safe, confidential, transparent and accessible. This includes reporting any concerning or unlawful situations or behaviours related to our team members, partners or programmes. The policy includes requirements around CARM for partners. The policy has an accompanying toolkit and is supported by CARM technical advisors.

Anti-Fraud and Anti-Corruption Policy

Mercy Corps has a zero-tolerance approach to fraud and corruption. The updated Anti-Fraud and Anti-Corruption Policy came into effect on 1 July 2022. This policy aims to help team members and partners understand prohibited acts of fraud and corruption and ensure that resources are not diverted from intended programme participants, as well as ensuring Mercy Corps' compliance with relevant anti-corruption laws and regulations applicable to Mercy Corps' global activities.

Preventing Support for and Transactions with Prohibited Parties Policy

This policy sets out Mercy Corps' commitments and mandatory requirements to ensure adherence to humanitarian principles while preventing sanctions violations, diversion of resources to or support for combatants or terrorist organisations, money laundering, or transactions with entities that are suspended, debarred or otherwise prohibited by Mercy Corps' donors. This includes not violating laws that prohibit providing material support to terrorist organisations, human rights violators and engaging in money laundering.

Code of Ethics

Mercy Corps' globally applicable Code of Ethics provides an overarching framework for our Ethics policies and a high-level summary of our ethical policies, standards and expectations, as well as practical examples and questions and answers. The Code of Ethics supports team members to make ethical decisions and handle day-to-day challenges. It provides a high-level summary of many of our policies, standards and expectations and includes a specific chapter on Human Trafficking and Modern Slavery. The Code of Ethics is guided by four core principles which drive Mercy Corps' actions and work: integrity, honesty, respect and accountability. Compliance with Mercy Corps' Code of Ethics is a condition of employment or affiliation with Mercy Corps. Violation may result in disciplinary action, including, if appropriate, termination of employment. The Code of Ethics is available on Mercy Corps' internal Digital Library in English, Spanish, Arabic, French and Russian, and a public version can be found on our website.

Due Diligence Processes

Mercy Corps considers carefully who we engage with as team members, partners and donors. Mercy Corps has in place comprehensive due diligence processes embedded within our functional policies and procedures. A summary of key due diligence processes as they relate to modern slavery and human trafficking is included below.

Team members

Mercy Corps follows best practices in its recruitment and has incorporated a number of steps into the recruitment process to ensure accountability to safeguarding best practices. All national, international and Headquarter recruitments include ethics and safeguarding questions at the time of application, interview and reference stage of the process. Mercy Corps conducts criminal background, reference and education checks for Headquarters and International team members hired through our UK and Netherlands-based entities, as well as members of the Board of Directors. Reference checks include specific questions about previous ethics issues and/or concerns. Since 2021, Mercy Corps has been a signatory to the Misconduct Disclosure Scheme¹. In January 2024, with the launch of the Safeguarding Core Standards Policy, Mercy Corps has provided toolkits and guidance on safe recruitment to ensure consistency in recruitment practices across all global operations. The Safeguarding Prevention Team is overseeing sensitisation sessions to HR and other relevant staff and monitoring successful implementation across country programmes.

Suppliers

Mercy Corps' Field Procurement Policy and Procedures (FP3) requires the highest standards of efficiency and integrity in the procurement of goods, services and works and that Mercy Corps only selects suppliers that uphold basic social rights and working conditions based on international labour standards and that do not engage in human trafficking or child labour. FP3 was reviewed and the updated FP3 came into effect from 1 July 2023. As part of the review, Mercy Corps updated the due diligence processes for suppliers, implementing the Anti-Human Trafficking and Exploitation Policy 2023.

Due diligence includes screening suppliers against restricted party lists using third party software as required by Mercy Corps' Prevention of Support for and Transactions with Prohibited Parties Policy and Ineligibility and Compliance Checking (ICC) Framework. This includes screening against human trafficking related lists. The Procurement Department is responsible for ensuring that Mercy Corps' policies and procedures are followed in the supplier selection process.

For all standard tenders (over USD 25,000), the following due diligence steps are required to mitigate the risk of human trafficking and/or exploitation:

- Supplier reference checks to include minimum two questions related to anti-human trafficking and exploitation;

¹ <https://misconduct-disclosure-scheme.org/>

- Supplier self-questionnaire including questions around worker information and how the supplier assesses and monitors modern slavery related risks;
- Site visits are required for High Value Tenders (over USD 150,000) where the following two criteria are matched:
 - o Responses to self-questionnaire are inconclusive; and
 - o Involving high-risk procurement categories - construction, food supplies, staffing agencies, facilities services (e.g. security, cafeteria, cleaning);
- Site Visit Checklist / Questions must be used. In cases where an international supplier is selected, either a remote assessment can be conducted or a third party can be hired.

For any procurement below USD 25,000 for one of the high-risk procurement categories, the potential bidders must submit a completed Supplier self-questionnaire as a minimum.

The updated FP3 and additional due diligence steps have been rolled out to key stakeholders, including through global webinars and facilitated discussions between Regional and Country Procurement Leads and Regional Safeguarding Advisors.

As per FP3, higher value procurements go through an open and fair tender process, therefore avoiding aggressive pricing and short lead times. Mercy Corps' contract terms include an express requirement that suppliers must comply with Mercy Corps' ethics policies. Suppliers must comply with Mercy Corps' and donors' principles of ethical procurement, including the avoidance of child labour and the respect of basic social rights and working conditions based on international labour standards. Monitoring is tailored based on the nature of the contract; for example, for works or construction contracts, the procurement and/or programmes teams would conduct regular oversight and site visits. Typically, an end of contract review is conducted, linked to our supplier performance management process. Mercy Corps and partner team members must report any violation or suspected violation of the ethics policies in relation to activities under contract with Mercy Corps to Mercy Corps' integrity hotline.

Partner Organisations

Mercy Corps has a globally applicable Subaward Financial Management Policy (SFMP), which sets out the policies and procedures for working with partners receiving funds (i.e. subawards). The SFMP sets out the mandatory due diligence process, including assessments of partners' financial and programmatic capacity, systems and processes. These assessments include sections on safeguarding and ethics, HR and procurement. Partners are also screened in accordance with Mercy Corps' ICC Framework.

Mercy Corps' subaward agreements include clauses requiring that partners comply with Mercy Corps' ethics policies (or their own equivalent policies if they are in place and they meet expected standards). All suspected incidents must be reported and appropriately investigated with a survivor-centred approach.

As part of the Safeguarding Core Standards Policy, Mercy Corps has clarified requirements to ensure that safeguarding is incorporated into all our partnership processes. These standards include enhanced safeguarding assessments at due diligence stage, as well as joint assessment and capacity strengthening processes to identify areas of risk and ensure mitigation as well as build partner safeguarding capacity in longer partnerships where applicable.

Risk Assessment and Management

Mercy Corps works in many contexts where there is an elevated risk of modern slavery and human trafficking. Mercy Corps takes appropriate measures to mitigate against these risks through our recruitment and supply chain procedures, due diligence and through monitoring by country teams, as well as internal audit and external statutory audits. In line with Mercy Corps Europe's risk management framework, the European corporate risk register is reviewed regularly and maintained by the European Senior Leadership Team and shared three times a year with Mercy Corps' Joint Audit and Risk Committee. Mercy Corps Europe representatives are part of the global Enterprise Risk Management Committee. One of the key enterprise risks is around safeguarding, including in relation to modern slavery, and the mitigations include those highlighted in this Statement. Programmes are required to conduct risk assessments at the design phase, including an assessment of safeguarding risk, as per our Program Management Policy 2.0. Guidance on safeguarding risk assessments at programme level has been published and shared across country programmes with the launch of the Safeguarding Core Standards policy; implementation on the safeguarding risk assessment process is being monitored by the Safeguarding Prevention Team.

Mercy Corps has invested considerably in our Global Ethics and Compliance Department, led by our global Chief Ethics and Compliance Officer (CECO), with a remit including safeguarding prevention, detection and response, as well as reflection and adaptation. The Safeguarding Prevention Team includes five Regional Safeguarding Advisors who support the work of our growing number of in-country Safeguarding managers, coordinators and officers, as well as Safeguarding Focal Points and Champions. The Regional Advisors report to the Director of Safeguarding Support. The Safeguarding Prevention Team also includes a dedicated European Safeguarding Advisor and a Europe based Safeguarding Prevention Team Coordinator.

In September 2023, Mercy Corps Europe submitted a refresh of the FCDO Modern Slavery Assessment Tool (MSAT) and obtained an improved result of 84%. Recommendations included developing staff awareness on debt bondage and undertaking activities to support supply chain workers with accessing representation.

Training

Mercy Corps ensures that all team members are aware of and understand our Ethics policies and commitments and their responsibilities through training. All team members are required to complete mandatory training on each of the Ethics policies within 30 days of commencing with Mercy Corps and annually thereafter. Training modules are available through Mercy Corps' Learning Site in English, French, Spanish, Arabic and Russian. This training is also able to be provided offline. The Ethics Department continues to work with the People Team to increase compliance with the mandatory ethics training. In addition, the Safeguarding Core Standards Policy requires twice annual face to face safeguarding training for all team members who engage with participants. We have also created low bandwidth, modular safeguarding training programmes specifically for use with partners. In the past year, Mercy Corps has also hosted targeted safeguarding training for the Mercy Corps Board.

At the date of writing, Mercy Corps has trained safeguarding support roles active in all of our country programmes (except one, which is pending), with a total of 68 Focal Points, 102

Champions, and 29 Co-Investigators. These individuals serve as in-country safeguarding resources, working with the global Safeguarding Department and their country teams to raise awareness, deliver face-to-face training, and build trust and confidence in our systems and reporting mechanisms. They are trained in survivor-centred principles and assist in liaising with survivors if needed. They are available to receive safeguarding concerns, refer survivors or others to support services, and maintain community resource maps of support services available in each country. Mercy Corps holds global trainings for Safeguarding Focal Points and Co-Investigators annually, supplementing with country and regional trainings where necessary. The next global training is planned for November 2024.

Guides on our policies are available for team members and partners. Posters highlighting our requirements on misconduct and how to report must be displayed in all Mercy Corps offices. Mercy Corps provides all team members with updates in relation to ongoing safeguarding initiatives (and reinforcing the zero tolerance approach) through a range of media, including our weekly newsletter, online social platform and through tailored communications, including monthly 'Let's Talk Ethics' sessions and informal conversations with our CECO. In December 2023, Mercy Corps celebrated its third annual Ethics week - themed 'Navigating Ethics'. Teams across our global operations took part in Q&A sessions and ethics based activities, including in-person meetings where teams were given the opportunity to explore safeguarding and fraud case studies and how we could apply risk management processes in such situations. Country teams were given the opportunity to design posters based on their learnings from ethics week and submit them as part of an agency wide competition.

The Mercy Corps Global Safeguarding Report, which includes information on policies and a summary of safeguarding reports and outcomes, is published annually and is publicly accessible on the Mercy Corps website. The fifth edition was made available on our website this year in English, French, Arabic and Spanish: [Safeguarding Report FY2023](#)

Key Performance Indicators (KPIs)

In FY2022, Mercy Corps introduced KPIs to track the effectiveness of Mercy Corps' efforts to tackle modern slavery. The updated data at the end of this financial year is below:

KPI	FY2023
1. Percentage of Mercy Corps team members who have completed Mercy Corps Ethics training (including modules on Anti-Trafficking and Child Safeguarding).	88% of global team <i>(as of June 2024)</i>
2. Percentage of Mercy Corps programmes globally which have in place an active CARM, meeting the minimum standards in Mercy Corps' CARM Policy.	All programmes have active CARM channels; tracking against all the minimum standards will start again in FY25 (due to a system change)
3. Number of reports related to modern slavery and/or human trafficking received through Mercy Corps' Integrity Hotline.	2 <i>(related to MCE-funded programmes)</i>

4. Percentage of suppliers for which due diligence is carried out prior to contracting, including assessment questions in relation to modern slavery risk.	100% of required due diligence
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During this financial year, Mercy Corps Europe closed two cases which related to an alleged breach of our Anti-Human Trafficking and Exploitation Policy 2023. These cases were investigated by our Global Safeguarding Department in accordance with our Ethics policies and investigations protocols and one case was found to be substantiated, which resulted in termination of employment for the Subject of Complaint and they will be ineligible for rehire which is communicated through the Misconduct Disclosure Scheme. Additional measures were recommended, including tailored training and support. If survivors are identified, they are offered supportive resources.

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and constitutes Mercy Corps Europe’s modern slavery and human trafficking statement for the financial year 1 July 2023 to 30 June 2024 and covers all activities of Mercy Corps Europe.

Final version provided concurrence by Mercy Corps Joint Ethics and Safeguarding Committee on 20 June and approved by Mercy Corps Europe’s Board of Directors on 26 June 2024.



Signed on behalf of the Board by Kito de Boer, Chairperson of the Board.

07/09/2024

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