



REQUEST Call FOR PROPOSAL- Evaluating the Impact of Supporting Mutual Aid Initiatives through Group Cash Transfers (GCTs) in Sudan and Other Contexts

The Request for Proposal reference: RFP-PS-1045

SUMMARY

NRC is looking for a qualified person /entity to lead the **Evaluating the Impact of Supporting Mutual Aid Initiatives through Group Cash Transfers (GCTs) in Sudan and Other Contexts**.

Deadline for application is 3rd of May 2025 @ 16:00 (GMT +2)

The consultant is/are envisaged to be contracted for the period of consultancy.

PROCESS FOR APPLICATION

We are opened to provide further information (background of the research, generic terms & conditions, information on award process) upon request.

- Deadline for submission: **3rd of May 2025 @ 16:00 (GMT +2)**

Complete **Proposal documents must be submitted by EMAILS** Email for submission:

SD.procurement@nrc.no

CONTENT OF REQUEST FOR PROPOSAL

- Terms of reference
- How to Apply
- Annex 1: Applicant checklist

Type of evaluation	Evaluating the Impact of Supporting Mutual Aid Initiatives through Group Cash Transfers (GCTs) in Sudan and Other Contexts
Project locations:	Entire Sudan:
Thematic areas	To assess the impact of supporting mutual aid initiatives through a comparative analysis of different GCT models in Sudan, examining their effectiveness in enhancing local response capacities, social cohesion, and resilience. This evaluation will generate evidence to inform policy recommendations, advocacy efforts, and programmatic refinements, leveraging NRC’s global expertise in cash-based interventions. The final report will serve as a strategic advocacy tool, highlighting key findings to influence donors, policymakers, and humanitarian actors on the scalability and adaptability of GCTs in fragile contexts.
Overall objective of the project	As mentioned earlier, NRC has findings and recommendations from the Land-Scape Analysis (LSA) conducted inception of the project, which provided a foundation/baseline to understand the capacity gaps and needs for technical support to the LRs. Based on that, NRC Cash & Markets and MEL team will conduct the trainings to strengthen their technical and operational capacity, which subsequently support the LRs to manage the

project effectively and efficiently. Following the capacity and system strengthening support, NRC aims to acquire services of consultant to conduct an impact evaluation of the intervention on the LRs with the following objectives

1. Background

NRC Sudan partnered with Gates Foundations to pilot the innovative program on Scaling Locally Led Relief in Sudan. As a final step of this grant work, one of the key deliverables of the project is Evaluation of the Project. For this purpose, NRC Cash and Market (GCT) team seeks the support of expert evaluator, and researcher to lead the work remotely.

2. Context

Since the onset of the recent conflict in Sudan on April 15, 2023, approximately 10 million people have been displaced (with one in eight displaced worldwide being Sudanese). As the conflict persists, people are encountering severe difficulties in accessing food, health services, and income. Humanitarian actors, whether INGOs or UN agencies, are also struggling to access certain areas in Sudan due to heightened security challenges resulting from intensified fighting since April 2023 between the Sudanese Army Forces and the Rapid Support Forces. Access challenges also stem from bureaucratic impediments and logistical challenges hindering humanitarian actors' ability to provide life-saving assistance in these hard-to-reach areas.

In the wake of these challenges, the primary responders in these inaccessible areas have been young men and women who formed community-based, informal, non-registered structures to coordinate humanitarian aid, providing life-saving assistance to conflict-affected populations, through the Emergency Response Rooms (ERRs) and youth groups. Since the conflict, NRC has supported these initiatives through Group Cash Transfers, supporting over 500 groups receiving up to \$5,000 USD each across the 18 states of Sudan.

To implement GCTs at scale there were number of challenges, which were overcome by NRC along the way. These capacity challenges varied such as reporting, remote monitoring, selection, and reference check of the Local Responders. To overcome these challenges numerous solutions were adopted such as:

To address these challenges, NRC Sudan's Monitoring, Evaluation and Learning (MEL) with the support of Cash & Markets team developed a comprehensive 5-day training package in August 2024, the package is designed specifically for local responders and local responders/Emergency Response Rooms managing GCTs in remote areas where NRC may not have a physical presence. This innovative capacity building package includes a blend of online and offline materials, featuring engaging interactive activities, social media resources, informative handouts, and group projects, as well as extensive discussion and learning reflections. Participants had the opportunity to dive deep into essential subjects such as MEL Basics, Result Chains, Indicators and Log-frames, Assessments, Reporting, Data Protection, and using Kobo tools, among others.

NRC also conducted Land Landscape analysis of Local Responders to understand the current capacity to respond, and capacity strengthening needs of the local responders across Sudan. The landscape analysis helped NRC to include topics such as risk management and PSEA reporting into the training modules also.

Under this project in collaboration with Cash & Market Team, NRC Sudan MEL Team delivered training on the series of topics under the package of MEL tool kit remotely and in-Person for 68 local responders (2 participants each) in state of Blue Nile, Sennar, Northern, South Kordofan, Gedaref, Kassala, South Darfur, Central Darfur, West Darfur and White Nile.

All training sessions included participatory approach with participants engaging in group work and discussions. Additionally, a pre and post training test was conducted to evaluate the increase of knowledge

Along with trainings NRC also provided cash to 68 Local Responders @ 5000 \$ each to implement activities addressing the basic needs of the communities.

By imparting these trainings, NRC Sudan C&M Team envisions capacity change among these LRs for the effective, efficient, and accountable GCTs implementation. Following these Landscape Analysis, GCT + training capacity support, NRC plans to engage the consultant to conduct the impact evaluation

3. Objectives

As mentioned earlier, NRC has findings and recommendations from the Land-Scape Analysis (LSA) conducted inception of the project, which provided a foundation/baseline to understand the capacity gaps and needs for technical support to the LRs. Based on that, NRC Cash & Markets and MEL team will conduct the trainings to strengthen their technical and operational capacity, which subsequently support the LRs to manage the project effectively and efficiently. Following the capacity and system strengthening support, NRC aims to acquire services of consultant to conduct an impact evaluation of the intervention on the LRs with the following objectives

3.1. Evaluating the Impact of Supporting Mutual Aid Initiatives . To assess the impact of supporting mutual aid initiatives through a comparative analysis of different GCT models in Sudan, examining their effectiveness in enhancing local response capacities, social cohesion, and resilience. This evaluation will generate evidence to inform policy recommendations, advocacy efforts, and programmatic refinements, leveraging NRC's global expertise in cash-based interventions. The final report will serve as a strategic advocacy tool, highlighting key findings to influence donors, policymakers, and humanitarian actors on the scalability and adaptability of GCTs in fragile contexts.

3.2. .

3.3. Capturing Lessons from NRC's GCT Implementation for Sector-Wide Learning and Advocacy: To synthesize key learnings from NRC's GCT implementation in Sudan, documenting best practices, challenges, and innovations to inform sector-wide improvements in cash programming. The report will be publicly disseminated to guide humanitarian agencies, donors, and policymakers on the potential replicability and adaptation of GCTs beyond Sudan. It will also provide evidence-based policy recommendations, supporting the humanitarian community in integrating GCTs into broader cash assistance strategies for crisis response and early recovery.

3.4.

Indicative questions to be considered would include (but not limited to): What were the conditions that led to this modality? Where are these conditions similar elsewhere in country/ies? Where might they be similar in the future? What infrastructure is necessary to deploy the modality? Where does this infrastructure exist elsewhere?

NRC Sudan requires someone who can conduct the Project Evaluation-workshop for this project.

4. The task of the researcher will be the following:

- Prepare and provide the tools and approaches/impact evaluation methodology, operationalize the impact evaluation and produce the inception report on the Sudan Local Responders reports
- Carry out validation workshop
- Share the final inception report of the Impact evaluation.
- Conduct the KIIs (Key Informant Interviews) with at least 20 participants.
- Develop tool for the FGDs (Focused group Discussions).
- Develop and kobo code a Local responders/community survey and share it with NRC to collect the responses.
- Conduct analysis of the community survey, KIIs and FGDs.
- Write the first draft of the research based on the KIIs, FGDs and Community Survey
- Carry out feedback meeting with NRC on the draft
- Share the final research and the KIIs/FGDs notes

5. The role of NRC will be

- Provide the contents of trainings package delivered during the project.
- Share the HSS report regarding the targeted locations and HSS area's focal point advice on the safety of these locations.
- NRC to provide list of all LRs of the Project
- Organize the initial meeting to go over the research objectives and expected results

To provide feedback on the research tools, the locations, and the list of key respondents NRC to send out the links of the LRs/community survey to collect the responses.

6. Rationale

NRC has conducted a land-scape analysis (LSA) in the inception of the project, which provides a foundation/baseline to understand the capacity gaps and needs for technical support to the LRs. Based on the findings from LSA, NRC Cash & Markets and MEL team conducted the trainings to strengthen their technical and operational capacity, which subsequently support the LRs to manage the project effectively and efficiently. Along with trainings NRC also provides GCTs (Group Cash Transfers) @ 5000 \$ to these LRs to implement communal projects to meet the needs of the community. Following the capacity and system strengthening support, NRC aims to acquire services of partners to conduct an impact evaluation of the intervention on the LRs.

7. Review Committee

The Committee will oversee the overall coordination of the Project Evaluation and monitor progress. The main functions include:

- Develop the ToRs
- Provide secondary data and project files to the researcher to facilitate the desk review
- Review and comment on the draft evaluation report
- Disseminate findings and recommendations to relevant stakeholders
- Develop a management response and follow up on any recommendations/action points.

8. Expected outputs

- Review of methodology used
- Brief desk review of relevant project documents, and briefings with CO management and field staff
- Facilitation of workshop
- Debriefing with Review Committee
- Report of the outcomes of the evaluation, following the NRC standard template

9. Expected timeline

#	Description	April 2025				May 2025				Jun 2025			
		W1	W2	W3	W4	W1	W2	W3	W4	W1	W2	W3	W4
1	Review of project documents (desk review)												
2	Inception report												
3	Validation workshop												
3	Development of Tools (KIs, Survey and FGDs)												
4	Data collection (Survey, and FGDs)												
5	Interviews with KIs												
5	Analysis of collected data												
6	Draft Report												
6	Debriefing with Review Committee												
8	AAR report finalization and submission												

To: Norwegian Refugee Council

Sir / Madam, We offer to deliver the service in accordance with all requirements of the current Request for Proposal, Conditions of Contract and any other Binding requirements accompanying this Bid. We, the undersigned, verify that we are in compliance with all applicable laws and regulations, and meet the ethical standards as listed above or positively agree to these ethical standards and are willing to implement necessary changes in the organization.

This Bid signed by our authentic representative and your written award of it shall constitute the formation of a binding contract between us.

Registered company name:	
Any other trading names:	
Any associated companies (cross holding/ joint ownership/ shareholding/ etc.)	
Name of Signatory:	Date of Signing:
Title of Signatory:	Name of Bidder:
Signature & stamp:	Tel N°:
	Email:
	Address:

Bank name (to be used for this contract)	
Account number	

Questions	Answers
What is the currency of the offer? (SDG, USD, EUR, other...) Note that NRC will favour quotes in EUR.	
Please confirm your offer inclusive Net price after the deduction of discounts	
Please confirm your prices include all taxes and fees (net prices): (If not, please explain and detail the taxes & fees)	

<p>If your offer is in USD => payment will be made by bank transfer.</p> <ul style="list-style-type: none"> - Do you have a EUR account in Sudan? if YES, then in which bank. - Do you have a EUR account abroad? if YES, then in which bank. <p>(Please provide bank details for each account with Company name)</p>	
<p>Do you accept payment after completion of Service? BY Instalment within 30 days of receipt of the invoice</p>	
<p>What is the validity period of your offer? (In calendar days) (Preferable 90 days)</p>	

4 - Accepted methods for submission of quotation/offer:

We recommend you fill up this Request for Quotation directly on your computer.

You can also print it and fill it up by hand if you have not access to a computer.

You can submit the price offer by using the table on page 2, or by using your own proforma document.

Your quotation / offer **must be signed and stamped** on all pages (including the present Request for Quotation).

4 - Your Company details:

- **General information**

Name of the company		
Name of the owner(s) Date of birth of the owner(s) (Mandatory for screening)		
Address of the company		
Name of contact person		
Position		
Email		
Phone		

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- **Company bank account details:**

Beneficiary name:

Beneficiary account no.:

Beneficiary Bank:

Bank branch:

SWIFT:

IBAN:

Bank address:

- **References**

Please provide details of at least 5 client references whom NRC may contact, preferably from INGOs and UN agencies, for similar service:

Client/company name	Contact person	Phone	Email	Contract details (works, location, size, value, etc)
1.				
2.				
3.				
4.				
5.				
...				

5 - Mandatory documents to attached to your quotation / offer:

Mandatory documents	Checked (Y/N)
Certified copy of accreditation as a law firm – <u>Compulsory</u>	
Copy of VAT registration – <u>Compulsory</u>	
References from 2 major organizations or companies, especially international NGOs, during the last two or three years. – <u>Compulsory</u>	
Company Profile – <u>Optional</u>	
NRC Request for Quotation (filled up, signed and stamped) <ul style="list-style-type: none"> - You can use the RFP table above - Or any other format of your choice, but specifying all items in the RFP list. You must Sign and Stamp each page.	

Technical proposal (maximum 5 pages), including: <ul style="list-style-type: none"> Proposed methodology for the three-phase approach Experience with similar AI-powered early warning systems Approach to handling data limitations in Sudan 	
CV/resume highlighting relevant experience	
Two examples of previous relevant work (e.g., dashboards, prediction models, GitHub repositories)	

The criteria upon which the selection will be made

#	Criteria	Detailed Description	Weight
1	Technical Expertise and Relevant Experience	Experience in conducting similar evaluations (cash programs, humanitarian work, Group Cash Transfers, local actor engagement, conflict-affected settings)	25
2	Understanding of Sudan Context and Fragile Settings	Knowledge of Sudan’s conflict context, humanitarian needs, mutual aid structures, and challenges of data collection	10
3	Proposed Methodology and Approach	Appropriateness, clarity, and adaptability of methodology for fragile and conflict settings, including participatory tools and remote data collection ability	20
4	Work Plan and Timeline Feasibility	Realistic and feasible work plan matching NRC’s deadlines; clear milestones for inception, fieldwork, validation, and finalization	10
5	Experience in Advocacy and Strategic Writing	Quality of past reports and advocacy materials aimed at humanitarian donors and agencies	10
6	Financial Offer (Cost-Effectiveness)	Cost realism and value for money; not only the lowest price but quality-price balance	25

6 - Other information:

Payment will be made by bank transfer.

All suppliers doing business with NRC should maintain high standards on ethical issues, respect and apply basic human and social rights, ensure non-exploitation of child labour, and give fair working conditions to their staff. NRC reserves the right to reject quotations provided by suppliers not meeting these standards.

Vendors doing business with NRC will be screened on anti-corruption due diligence before NRC confirms an order or contract.

NRC aims to purchase products and services that the minimum environmental impact. Environmental considerations form part of the NRC selection criteria, and NRC reserves the right to reject quotations provided by suppliers not meeting these standards.

NRC is obliged to ensure that its procurement decisions are clearly justified and documented and keeping within the Donors mandatory principles. In that regard, full and on-the-spot access must be granted to representatives of NRC, the Donor or any organisation or person mandated by it, to premises belonging to NRC or its contractors. The right to access shall include all documents and information necessary to assess, or audit the implementation of the contract

NRC reserves the right to accept or reject the whole or part of your quotation based on the information provided. Incomplete quotations which do not comply with our conditions will not be considered.

Shortlisted suppliers may be required to submit samples of each item. Please be sure to have all samples available at short notice, and wait for a response from NRC if you have been shortlisted

Ethical Standards Declaration for all Supply, Service and Works Contractors

We, the undersigned, ('we', 'our' or 'us') **CONSIDERING THAT:**

FIRST, we are bidding for, or entering into, a contract with the Norwegian Refugee Council (NRC) to supply goods, services or works to NRC ('the Contract').

SECOND, we understand that as a humanitarian organisation, NRC expects its suppliers and contractors to have high ethical standards.

THIRD, we understand that NRC therefore needs us to confirm that we adhere to the required ethical standards ('the ethical standards') by signing this declaration ('the Declaration').

THEREFORE, we **DO HEREBY DECLARE** as follows:

1. Declaration concerning compliance with applicable laws and these ethical standards

We declare that we shall:

- a. Meet the ethical standards in this declaration ('ethical standards')
- b. Ensure that any party representing us, including but not limited to:
 - board members
 - directors
 - employees
 - contractors or sub-contractors, and their employees
 - consultants and sub-consultants, and their employees;
 - other legal representatives

('our Representatives') are aware of and comply with these ethical standards.

In the event that we, or our Representatives, do not meet the ethical standards at present, we shall:

- a. Explain to NRC in what way we do not currently meet the ethical standards
- b. Agree a plan and timeline with NRC to implement changes that allow us to meet the ethical standards
- c. Provide regular updates to NRC on the implementation plan.

2. Declaration concerning status

We hereby declare that neither we, nor to the best of our knowledge our Representatives, are in any of the following situations:

- 2.1. Have made an offer, payment, consideration or benefit of any kind, which constitutes illegal or corrupt practice, directly or indirectly, as an inducement or reward in relation to the tendering, awarding or execution of the Contract.
- 2.2. Are involved in any form of fraud, corruption, collusion, coercive practice, bribery, involvement in a criminal organisation or other illegal activity
- 2.3. Are insolvent, in receivership, bankrupt, or being wound up
- 2.4. Have suspended activities
- 2.5. Are subject to legal proceedings related to 2.1
- 2.6. Have at any time been found guilty and sentenced by a court, whether in the country of employment or abroad, for a criminal offence in respect of children or vulnerable adults
- 2.7. Are engaged in:
 - terrorism or the material support of terrorism

- the sale or manufacture, either directly or indirectly, of anti-personnel mines or any components produced primarily for the operation thereof
- the sale or manufacture, either directly or indirectly, of weapons
- the production of alcohol, tobacco, or pornography.

3. Declaration concerning Conflicts of Interest

We declare that neither we nor, to the best of our knowledge, our Representatives have an undisclosed conflict of interest with NRC, in accordance with [NRC's Conflict of Interest Policy \(the Policy\)](#).

Where any potential conflict of interest exists between our Representatives and NRC or any NRC staff member, we shall notify NRC in writing of the potential conflict using [Form F in the Policy](#). We understand that the Policy and the Form is available on [NRC's website](#) or that we can contact the NRC Procurement focal point, as mentioned in the tender documentation. NRC shall then determine whether action is required.

A conflict of interest can be due to a relationship with an NRC staff member such as family or friends.

We understand that if we fail to report a potential conflict of interest and are later found to have a conflict of interest, we may be removed from the NRC vendor database.

4. Declaration concerning compliance with national law

We declare that we and, to the best of our knowledge, our Representatives:

- 4.1. comply with all applicable laws and regulations in effect in the country or countries where the Contract will be carried out.
- 4.2. comply with all applicable export laws concerning the country or countries where the Contract will be carried out.
- 4.3. are registered with the relevant government authority with regard to taxation for the duration of the Contract.
- 4.4. pay taxes according to all applicable national laws and regulations for the duration of the Contract.

5. Declaration concerning compliance with labour standards

We declare that we and, to the best of our knowledge, our Representatives:

We declare that we and, to the best of our knowledge, our Representatives comply with applicable national labour law standards and the International Labour Organisation Declaration on Fundamental Principles and Rights at Work. Specifically, we declare that we and, to the best of our knowledge, our Representatives comply with the following minimum labour standards:

5.1. Working Conditions

- a. All workers receive a contract of employment that is written in a language they understand.
- b. All workers are free to leave after giving reasonable notice.
- c. All workers have the right to join or form trade unions of their own choosing and to bargain collectively.
- d. No worker is required to lodge 'deposits' or identity papers or immigration documents in order to obtain employment.

5.2. Wages and benefits

- a. Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. Wages are always sufficient to meet basic needs.
- b. No deductions from wages are made as a disciplinary measure.

5.3. Working time

- a. Working hours comply with national laws and benchmark industry standards, whichever affords greater protection. Whenever possible working hours do not exceed 48 hours per week (8 hours per day).
- b. Workers are provided with at least one day off for every 7-day period.

5.4. Health and safety

- a. Steps are taken to prevent accidents and injury to health arising out of, associated with, or occurring in, the course of work, by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the working environment.
- b. Workers receive regular and documented health and safety training, and such training is repeated for new workers.
- c. Workers have access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage is provided.
- d. Accommodation, where provided, is clean, safe and adequately ventilated.

5.5. Discrimination and abuse

- a. No worker is forced, bonded or an involuntary prison worker.
- b. There is no discrimination at the workplace based on ethnic background, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.
- c. Measures are in place to protect workers from sexually intrusive, threatening, insulting or exploitative behaviour, and from discrimination or termination of employment on unjustifiable grounds, e.g. marriage, pregnancy, parenthood or HIV status.
- d. Physical abuse or punishment, or threats of physical abuse, sexual or other harassment and verbal abuse, as well as other forms of intimidation, are prohibited.

5.6. Persons under 18

- a. No persons under the age of 18 shall be engaged in work which is hazardous to their health or safety, including night work.
- b. The working hours and nature of work of any worker who is under the age of 18 shall not interfere with their opportunity to complete his or her education.

6. Declaration concerning the environmental standards

We declare that we and, to the best of our knowledge, our Representatives comply with applicable national environmental law standards and with international environmental standards, to the greatest extent possible. Specifically, we declare that we and, to the best of our knowledge, our Representatives adhere to the following standards:

- 6.1. We respect national and international environmental legislation and regulation.
- 6.2. We ensure that production and extraction of raw materials for production does not contribute to the destruction of the resources and income base for marginalised populations, such as in claiming large land areas or other natural resources on which these populations are dependent.
- 6.3. We take environmental measures into consideration throughout the production and distribution chain ranging from the production of raw material to the consumer sale. This includes reasonable steps to minimise negative environmental impacts (e.g. emissions, water usage, waste) and to use - where possible - sustainable resources. Local, regional and global environmental aspects shall be considered. The local environment at the production site will not be exploited or degraded by pollution and waste.
- 6.4. We carefully manage hazardous chemicals and other substances in accordance with documented safety procedures.

7. Declaration concerning protection from sexual exploitation and abuse

We and, to the best of our knowledge, our Representatives comply with international standards related to protection from sexual exploitation and abuse (PSEA) and sexual harassment.

Specifically, we declare that we and, to the best of our knowledge, our Representatives adhere to the following standards:

- 7.1. We take sexual misconduct seriously and ensure that any employee found to have carried out sexual misconduct will be subject to disciplinary action.
- 7.2. We will ensure, that none of our employees engage in any sexual activity with persons (adult or child) in relation with this contract regardless of the age of majority or consent locally.
- 7.3. We will ensure that none of our employees produce, procure, distribute or use sexually explicit material in any activities under the Contract or on any sites used under the Contract.
- 7.4. We will ensure that none of our employees will exchange money, employment, goods or services for sex, including sexual favours or other forms of humiliating,

degrading, or exploitative behaviour. This prohibition extends to any use of sex trade workers. If any sexual misconduct is found to have taken place, such employees face disciplinary action.

7.5. We shall report any incident or complaint of sexual misconduct or child abuse related to the activities carried out under the Contract through NRC's PSEA and Safeguarding Unit at psea@nrc.no.

7.6. We shall report any known or reported sexual relationship between our employees and NRC staff to NRC.

8. Declaration concerning protection of children

We declare that neither we nor, to the best of our knowledge, our Representatives are engaged in any practice inconsistent with the rights set forth in the Convention on the Rights of the Child. We commit to upholding international and national laws and policies regarding child safeguarding.

Specifically, we declare that we and, to the best of our knowledge, our Representatives adhere to the following standards:

8.1. We support and protect the complainant, survivors and witnesses of any raised incidents or complaints of sexual misconduct or child abuse.

8.2. We will ensure, that our employees will not abuse or exploit children or act in a manner that may place a child at risk of harm.

8.3. We will ensure that our employees are not left alone with children.

8.4. We will ensure our employees will not ask children for personal contact details without a valid reason to do so.

8.5. We listen, to the best of our ability, to children's views and opinions and treat boys and girls in a manner that is respectful of their rights and dignity during the performance of the Contract.

8.6. We shall report any suspicion of child safeguarding concerns through the Complaints and Feedback Mechanism, provided by the NRC contract focal point and at psea@nrc.no.

9. Declaration concerning anti-human trafficking

We declare that neither we nor, to the best of our knowledge, our Representatives are engaged in trafficking in persons as defined in the protocol to Prevent, Suppress and Punish Trafficking in Persons or the UN Convention against Transnational Organized Crime.

Specifically, we declare that we and, to the best of our knowledge, our Representatives adhere to the following standards:

9.1. We do not solicit persons for the purpose of employment, or offer employment by means of materially false or fraudulent pretences, representations, or promises.

9.2. We do not charge employees recruitment fees.

9.3. We do not provide or arrange housing for employees that does not meet host country housing and safety standards.

9.4. We commit to report any suspected violations of this clause to NRC immediately.

9.5. We commit to make our Representatives aware of the trafficking related prohibitions outlined above and

share the Global Human Trafficking Hotline Information with them (1-844-888-FREE, help@befree.org).

10. General

We understand that:

10.1. The Declaration will be kept on file for a period of 10 years.

10.2. The Declaration will be updated every year or more often as appropriate.

10.3. We must inform NRC immediately in the event that there is a change to the Declaration.

10.4. NRC may perform checks to verify that the ethical standards are adhered to and shall be granted reasonable access to our premises and to our documentation, computer systems etc, in order to be allowed to do so.

10.5. In the event that NRC deem that we fail to meet or are not taking appropriate steps to meet, the ethical standards, NRC may immediately terminate any and all contracts and agreements we have with them and at no cost to NRC.

11. Requirement to notify NRC

We shall immediately notify NRC through the Complaints and Feedback Mechanism, provided by the NRC contract focal point if:

11.1. Any allegations of alleged corruption, sexual exploitation or abuse, or child abuse are made against us or, to the best of our knowledge, our Representatives, during the Contract, whether relating to the Contract or not.

11.2. Any allegations are made, or any changes occur, in relation to any of the declarations made herein

Signed on our behalf as follows:

Signature	
Name	
Position	
Date	
Place	