



**JOHANNITER**

## **Expression of Interest:**

### **Peace and Conflict, Gender and Inclusion Assessment and Analysis (Eastern Equatoria State, South Sudan and Adjumani and Obongi Districts, Uganda)**

**Procurement No: KLA/UGA0022/0034, JUB/EAFO102/0007**

Date: 07<sup>th</sup> December 2022

Johanniter, an international humanitarian agency operating in South Sudan seeks to generate interest from legally recognized and competent companies/individuals for the **Peace and Conflict, Gender and Inclusion Assessment and Analysis to be conducted in Eastern Equatoria State, South Sudan and Adjumani and Obongi Districts, Uganda.**

A detailed Terms of Reference is attached and Interested consultant(s) is/are required to submit complete proposals in soft copy to EMAIL ADDRESS, [hr.southsudan@thejohanniter.org](mailto:hr.southsudan@thejohanniter.org) with subject line **"BMZ-Conflict and gender assessment"** by **05th January 2022 (midnight East Africa Time) starting 12th December 2022.** Please note that hard copies dropped at the JIA Offices and incomplete packages will not be considered. In case of further inquiries kindly send an email to [richard.oryem@thejohanniter.org](mailto:richard.oryem@thejohanniter.org) with the subject line; **"BMZ-Conflict and gender assessment.** "All offers submitted after the stipulated timeline shall be rejected. This notice shall not be considered in anyway as an offer or contract but rather an invitation for expression of interest.

Thank you for your consideration to express interest.

Yours Sincerely,

Boniface Lakony,

**Operations Support Coordinator, Johanniter South Sudan**



## Terms of Reference

# Peace and Conflict, Gender and Inclusion Assessment and Analysis

Eastern Equatoria State, South Sudan and Adjumani and Obongi Districts, Uganda

Date: 07.12.2022

### 1. Introduction

This Terms of Reference (ToR) serve as a request for applications from an individual consultant or consultancy firms interested in conducting a **Peace and Conflict, Gender and Inclusion Assessment and Analysis** for Johanniter International Assistance in South Sudan and in Uganda (hereafter referred to as JOHANNITER).

#### 1.2 Assessment rationale

There are around 60 indigenous ethnic groups in **South Sudan**. The country has spent most of its first decade of independence since 2011 at war fought mainly along these ethnic lines and continues to be in a fragile state oscillating between war and peace. Two civil wars erupted in the short history of the country's independence resulting in 400,000 deaths, and more than 4 million people being displaced internally or fleeing abroad. After the signing of the Revitalised Agreement for the Resolution of the Conflict in the Republic of South Sudan in 2018 and the formation of a transitional government of national unity in February 2020, persistent conflict between the State security forces and opposition-armed groups continue in a number of areas.

Many areas continue to see intra- and inter-communal violence, enabled by small-arms proliferation and weak rule of law. This is often driven by resource scarcity in areas that have experienced years of severe food insecurity. Violent incidents related to local community rivalries are not uncommon. The security situation is very volatile with frequent cases of domestic, sexual and gender-based violence, cattle raiding, revenge killings, and other threats to the safety and security of the populations and negative psychological impacts.

**Uganda** is the largest host country for refugees in Africa, currently hosting 1.5 million refugees<sup>1</sup>. In the first half of 2022 alone, approximately 35,000 people seeking protection, mainly from neighbouring South Sudan and the Democratic Republic of Congo, have fled to Uganda<sup>2</sup>. Uganda is projected to host approximately 888,000 South Sudanese refugees in 2022 (UNHCR, 2022), remaining the country with the largest number of South Sudanese refugees abroad. According to UNHCR, Adjumani and Obongi districts in Uganda host over 245,289 and 127,465 South Sudanese refugees respectively (April 2022<sup>3</sup>).

Poverty and unemployment is widespread among the refugees, but the situation of the local population in Adjumani and Obongi districts has significantly worsened due to communal conflicts, loss of jobs and abandonment of businesses due to COVID-19 restrictions. This has led to an increase in inter-ethnic confrontations in the project catchment areas, making it difficult for the refugees to live together in the refugee settlements, find jobs and strengthen needs-based social structures. Furthermore, increased competition for natural resources such as water and firewood has led to increased conflicts between refugees and the host society.

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<sup>1</sup> [Uganda Country Refugee Response - Emergency Appeal April - June 2022](#)

<sup>2</sup> [Uganda Country Refugee Response Plan - Emergency Appeal April to June 2022](#)

<sup>3</sup> <https://data.unhcr.org/es/country/Uganda>



JOHANNITER's programming is implemented in this context and is highly impacted by the consequences of the conflict and gender imbalance. Gender, age, disability, ethnicity or religion are generally the vulnerability factors of individuals during crises and conflicts. 'The empowerment of people of different gender, age and persons with and without disabilities has the potential to contribute to peaceful communal life and equitable participation. It is therefore important to ensure development and peace processes are participatory, diverse, inclusive and gender-sensitive.' (BMZ, 2022). On the one hand, the JOHANNITER programming may contribute to local peace-building efforts. On the other hand, there is a risk that it may exacerbate the existing conflicts or create new conflicts if such risks are not identified and measures put in place prior to the initiation of new programming. Furthermore, in line with its Global Strategy 2022-2027, JOHANNITER aims at gender as well as inclusion sensitivity mainstreamed across its programming from project design to implementation and monitoring, evaluation, accountability and learning. This assessment will support JOHANNITER in delivering on these commitments.

## 1.2 Project Background

JOHANNITER through funding from the Transitional Development Assistance provided by the Federal Ministry for Economic Cooperation and Development (BMZ) is planning to implement a project titled *'Strengthening the resilience of South Sudanese refugees in Uganda and internally displaced persons in South Sudan as well as their host communities through a holistic approach'*. The implementation of the project will be carried out over a period of 36 months from October 2022 to September 2025. During the inception phase, the project will be laying the foundation for the implementation in 2023-2025, conducting a baseline survey, and in-depth peace and conflict, gender and inclusion assessment and analysis.

The intended project objective is to increase the resilience of South Sudanese refugees and their host communities in Uganda, as well as internally displaced persons, returnees and their host communities in South Sudan. This refers to increasing their social and economic resilience to strengthen their self-reliance and build positive coping mechanisms to be utilised at times of re-occurring external shocks. Building resilience will be achieved through four groups of integrated measures:

1. Food security for vulnerable target households in the project catchment areas in Uganda and South Sudan through improved knowledge about nutrition as well as subsistence and commercial agriculture production is enhanced.
2. The target group increases chances of employment and income at the household level through improved access to vocational education and training (in Uganda only)
3. The target groups have improved access to safe water, dignified sanitation facilities and knowledge of good hygiene practices by 2025 (in South Sudan only).
4. Peaceful coexistence and social cohesion among the target population are improved through the provision of psycho-social services and conflict mitigation efforts.

## 1.3 Purpose and objectives

The purpose of this assignment is to undertake a participatory peace and conflict as well as gender and inclusion assessment and analysis in the target locations in South Sudan and in Uganda to support JOHANNITER in contributing to local peace-building efforts in the target communities through its planned programming and to minimise the risk of exacerbating any existing or creating new conflicts.

Furthermore, the purpose is to support JOHANNITER to use an inclusive programmatic approach that involves the target groups in all phases of the project; to contribute to reducing the vulnerability including reducing safeguarding risks (sexual exploitation and harmful behaviour) and enhancing resilience as well as safety and well-being of the



project participants. The results and recommendations of the assignment will feed into the planned BMZ-funded programming and its activities.

## Specific objectives of this assessment are:

- **Conflict analysis.** To analyse the conflict dynamics in the targeted locations in South Sudan and Uganda and the anticipated positive and negative effects on the planned JOHANNITER program delivery, the consequences on its different target groups including different ethnic groups, men and women, boys and girls, host communities, internally displaced persons and returnees.
- **Gender and inclusion analysis<sup>4</sup>.** To identify gender, inclusion and safeguarding-related risks, needs and capabilities of the target groups; to provide concrete realistic recommendations for mainstreaming gender and inclusion in the project to integrate the gender and inclusion perspective and the different needs of people into all phases of the project cycle (including monitoring, evaluation, accountability, learning and reporting) and ensure they are sufficiently embedded in project management, implementation and reporting.
- **Identify JOHANNITER's impact.** To identify the anticipated positive and negative effects of the planned JOHANNITER programming on the current or future conflicts, its potential for positive contribution to local peace-building efforts and potential negative contribution to exacerbate existing or create new conflicts through analysis of the current and future JOHANNITER intervention approaches.
- **Do no harm analysis.** To identify the main risk factors, mitigation measures, opportunities and synergies and provide concrete feasible **recommendations and measures** for addressing the gaps including identification of the entry points for service delivery, mainstreaming conflict-sensitive and inclusive program delivery contributing to social cohesion; and conflict resolution integration into all phases of the project cycle.
- **Do no harm training.** Provide a refresher training on the Do No Harm principle for the selected JOHANNITER team.
- **Desirable:** Identify communication channels or mechanisms for seeking information and raising concerns that are preferred by the communities and would support JOHANNITER in ensuring accountability to the affected population.

## 2 Scope of work

The focus will be on in-depth assessment and analysis of the conflict and gender imbalance, its characteristics, causes and dynamics, its impact on JOHANNITER planned and ongoing programmes and its target groups and identifying potential opportunities for an inclusive and conflict-sensitive program implementation as well as to provide recommendations for peacebuilding activities.

The geographical scope covers three counties of **Eastern Equatoria State, South Sudan: Ikotos, Magwi, Torit** and two districts of **Adjumani and Obongi in Uganda**, as well as policies and frameworks at the national level, that may impact the implementation in these locations. The assessment will be done in a participatory manner and will target all groups of the population (women, men, girls, boys; returnees, displaced populations, host communities; disabled people and people with special needs – elderly, pregnant and lactating women; community and religious leaders; community groups; county and state/district level government, etc.). The assessment should be conducted independently by the consultant(s) with logistic support from JOHANNITER and the consultant(s) will lead the execution of the assignment from the inception to final reporting.

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<sup>4</sup> The consultant(s) is/are expected to review the BMZ checklist for Gender and Inclusion in Transitional Development Assistance provided in Annex 1.



## 3 Methodology

The consultant(s) is/are expected to propose scientifically, culturally and socially appropriate participatory approaches that will be used to address the objectives of this ToR. The consultant(s) will develop the necessary tools and carry out exercises to meet the objectives of the assignment. Detailed methodology, including the design of data collection tools and formulation of specific questions, will be developed by the consultant(s). A mixed-method participatory approach should be employed, that considers the use of primary and secondary data sources to collect relevant qualitative and quantitative data. Additional propositions to be determined by the consultant(s) and discussed before contracting will form part of this ToR.

The consultant(s) may work remotely during selected stages of the assignment but is expected to also physically visit the target locations. Tentative dates of the in-country physical presence should be clearly indicated in the application.

### 3.1. Process

The assignment shall be undertaken within the following phases:

#### 1) Preparation phase

- Review of project documents and secondary sources of information;
- An inception meeting between the consultant(s), the JOHANNITER team and the implementing partner (in Uganda only);
- Submission of inception report;
- Development of primary data collection matrix and tools necessary for the study (including training needs assessment tools for do-no-harm training).

#### 2) Conflict analysis phase

- Primary data collection from a variety of sources;
- Organizing a workshop with relevant stakeholders to jointly deepen the analysis and to include different perspectives (alternative method could be suggested);
- Consolidation and analysis of data and report writing;
- Developing/validating entry points for the JOHANNITER regional programme.

#### 3) Gender and inclusion analysis phase

- Primary data collection from a variety of sources;
- Organizing a workshop with relevant stakeholders to jointly deepen the analysis and to include different perspectives (alternative method could be suggested);
- Developing/validating entry points for the JOHANNITER regional programme;
- Consolidation and analysis of data and report writing.

#### 4) Do not harm analysis phase (it could alternatively also be included into the conflict analysis).

#### 5) Do no harm training phase.

#### 6) Completion phase

- Submission of the draft report(s) for JOHANNITER reviews and feedback;
- Final report prepared based on several rounds of feedback from JOHANNITER and dataset submission to JOHANNITER.
- Facilitating a debriefing session for JOHANNITER staff.

### 3.2. Management of the assessment

JOHANNITER shall prepare a contract that the consultant(s) shall sign to commit themselves including our Code of Conduct; the consultant(s) shall be answerable to the JOHANNITER team. The Heads of Mission in South Sudan and Uganda shall represent JOHANNITER and Senior Programme Managers in each country will be the focal persons for day-to-day communication.



- The consultant(s) shall work closely with the JOHANNITER teams and should be reachable via phone/email/face-to-face during the whole duration of the consultancy.
- JOHANNITER shall be responsible for the day-to-day field management.
- The consultant(s) shall be responsible for the execution of the data collection analysis, report generation and submission.
- JOHANNITER will provide the field-level logistical arrangements. All field costs shall not be included in the consultant's bid, but should be included as expectations from JOHANNITER.
- JOHANNITER will facilitate access to all required sites and government officials for any requested data/information by the consultant(s).

## 4 Deliverables

The expected deliverables include:

- **Inception report** covering a detailed Peace and Conflict, Gender and Inclusion Assessment and Analysis methodology and adjusted work plan.
- Final agreed versions of the **data collection matrix, tools and sampling methodology**.
- **Data set** of all data collected.
- **Consultative workshops** (if any) **agenda and meeting minutes**.
- **Do-no-harm training** needs assessment tools, results and training materials. **Comprehensive Peace and Conflict Assessment final report with the findings and recommendations** after incorporating JOHANNITER feedback. The report will be prepared in English language in electronic version and with an attractive design, following a structure agreed on with JOHANNITER.
- **Comprehensive Gender and Inclusion Analysis final report with the findings and recommendations** after incorporating JOHANNITER feedback. The report will be prepared in English language in electronic version and with an attractive design, following a structure agreed on with JOHANNITER.
- **PowerPoint presentation** covering the findings and recommendations (between 15-30 slides).

## 5 Duration and time frame

The assessment shall be undertaken **between 16<sup>th</sup> January 2023 and 15<sup>th</sup> April 2023**.

The recommended total number of days allocated for the consultancy is **75 working days (15 working weeks)**. The consultant(s) is/are responsible to define the number of days required for the whole exercise in his/her proposal and agree later with Johanniter.

A proposed **feasible schedule** for this assignment should be included in the technical proposal. The schedule should at least indicate the below activities with an indication of number of days allocated for each of them:

- Inception meeting with the JOHANNITER team
- Review of available literature and datasets
- Finalization of technical proposal and budget
- Preparation and submission of inception report
- Drafting and finalising data collection matrix and tools
- Collection of data/information from primary sources and conflict analysis
- Collection of data/information from primary sources and gender and inclusion analysis
- Training needs assessment
- Do No Harm training delivery
- Submission and review of draft reports



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- Submission of final reports
- Debriefing (mandatory) and presentation of the findings to the JOHANNITER team (desirable)

## 6 Profile of the consultant(s)

The consultant(s) must demonstrate their experience and expertise on:

- Master's degree in peace and conflict studies, conflict resolution, conflict analysis and management, gender studies, human rights, development studies, social sciences, or any other relevant academic qualification or an equivalent experience of the lead consultant.
- Strong specialist knowledge in conflict analysis and peacebuilding as well as development practice and theory; and/or strong demonstrated experience in conducting conflict analysis and/or research on conflict and its causes or approaches to conflict transformation - minimum 7 years of proven experience of undertaking similar peace and conflict studies.
- Strong understanding of gender and inclusion concepts and frameworks; and/or strong demonstrated experience of gender and inclusion analysis approach - minimum 7 years proven experience of undertaking similar gender and inclusion studies.
- Proven experience of undertaking similar consultancies for an external client.
- Sound theoretical knowledge of development theory and/or experience of project management for an NGO or UN agency in delivering humanitarian or development projects.
- Good knowledge and proven experience in research design, implementation, data collection and analysis; previous experiences of practising participatory methods for conducting research and planning.
- Expertise in designing and writing high quality documents for publication.
- Understanding of the political, social, cultural and security context in South Sudan and Uganda.
- Cultural sensitivity and adherence to do no harm principle.
- Excellent English language writing skills.

### Desirable:

- Contextual knowledge of Eastern Equatoria and Adjumani and Obongi Districts.
- Experience with German Government - funded projects
- Have an eye for details.

The consultant(s) is/are strongly encourage to include in the technical proposal a simple table responding clearly to each of the above requirements.

## 7 Submission requirements

Interested consultant(s) is/are required to submit complete proposals in soft copy to EMAIL ADDRESS, [hr.southsudan@thejohanniter.org](mailto:hr.southsudan@thejohanniter.org) with subject line "**BMZ-Conflict and gender assessment**" by **05th January 2022 (midnight East Africa Time) starting 12<sup>th</sup> December 2022**. Please note that hard copies dropped at the JIA Offices and incomplete packages will not be considered.

## 8 Mandatory Submission requirements

- A technical proposal (max 15 pages). The **technical proposal** should describe the methodology to be used for undertaking this assignment and also explain how their professional experience matches the requirements for this consultancy. The consultant(s) should also include the CV(s) of a lead consultant(s) as well as individuals directly responsible for the work on the ground.



- A financial proposal with a clear breakdown of costs and proposed terms of payment. Detailed descriptions of cost either as a fee per day or per cost category. The financial proposal should also clearly state, what other financial commitments are expected to be covered by JOHANNITER.
- An Indicative Work plan (max 2 pages),
- At least 3 traceable referees,
- Profile of the consultancy firm if it's not an individual consultant,
- Legal Company registration documents (Registration Certificates, Memorandum and Articles of Association clearly showing the company shareholders.
- Tax registration and clearance certificates including exemption certificates where applicable.
- Bank Statement for at least the last six months and Audited Accounts for the past 12 months.
- Banking details and for companies and institutions and
- Duly signed and stamped copy of the declaration of suppliers and TOR.

## 9 Evaluation Process.

A tender evaluation committee shall be set up in accordance to Johanniter procurement guidelines/policy taking into consideration all relevant donor requirements. The evaluation process shall include:

- Preliminary evaluation where all bids shall be evaluated to determine whether they were submitted in line with the administrative instructions including all mandatory requirements.
- Technical, Financial Capacity and essential criteria. All bids that pass the preliminary evaluation shall be evaluated for financial stability, if it meets technical requirements and other essential criteria listed below before a contract is awarded.
- Reference checks to validate information provided shall be conducted prior to award of contract.

## 10 Award Criteria.

When analysing the offers, Johanniter will take into consideration the following award criteria to achieve best value for money:

- Company profile, background and expertise.
- Financial capacity.
- Technical proposal.
- Delivery timelines.
- Evidence of execution of similar contract.
- Letter of reference from other International NGOs or reputable companies

## 11 Bidders Signature.

I have read and understood this document and all information provided as part of this tender by our/my company is a true representation.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Name: \_\_\_\_\_ Position: \_\_\_\_\_





## **ANNEX 1. BMZ checklist for Gender and Inclusion in Transitional Development Assistance**

### **1.1 Context, situation and target group analysis**

- Which institutional and cultural frameworks (legislation, safeguarding mechanisms, supply structures etc.) in relation to gender and inclusion need to be taken into consideration in the country of implementation?
- What gender, age and inclusion-related data already exist that can be taken into consideration?
- How does the project description provide a differentiated account of the specific situations of people of different gender, age and persons with and without disabilities (e.g. local gender roles, access to resources and services in different sectors, participation in decision-making bodies, skills, capacities, needs and interests)?
- Which target groups might require particular support or protection because they are exposed to or at risk of experiencing sexual or gender-based discrimination, stigma or violence (e.g. forced or early marriage for young girls, stigmatization of LGBTQI people, people with disabilities)?
- To what extent does the project contribute to tackling gender-specific discrimination and advances inclusion and gender equality? How could gains in these areas potentially be consolidated? How could the situation turn out worse as a result of this project?
- How will gender, inclusion and conflict-sensitive beneficiary selection criteria and processes be developed to ensure the composition of the final beneficiary group is equitable (e.g. socioeconomic and cultural status, physical and mental disabilities, age and ethnicity in relation to gender)?
- How are local (gender and inclusion) experts from different sectors (including education and health) and interest groups being involved in the analysis process?

### **1.2 Project planning – based on the results of the context/situation/target group analysis**

- How do the project objectives take into consideration gender equality and inclusion?
- How are people of different gender, age and persons with and without disabilities and/or relevant interest groups actively involved in the project design (needs analysis, selection of activities etc)?
- Are there specific needs of target groups that can only be adequately addressed by including specific activities just for them (e.g. the creation of protected spaces only for women/girls who have experienced sexual violence)? Vice versa: Is there a need for inclusive activities or mixed approaches (e.g. the creation of women-only protected spaces together with awareness-raising activities for women and men on rights and protection mechanisms with regard to violence)?
- How can we ensure that people of different gender, age and persons with and without disabilities will receive the same benefit from a project or rather are all able to participate in activities?
- How are gender and inclusion being integrated into the risk analysis and the risk management of the project?

### **1.3 Expertise in the project team and in partner organisations**

- To what extent is the team composition gender and inclusion sensitive?
- What gender and inclusion -specific expertise does the project team (in-country and internationally) and the local partner organisation have in the relevant sector in order to design and implement projects that are gender and inclusion sensitive?
- Which gender and inclusion-sensitive approaches (e.g. peacebuilding or conflict prevention) has the project team and partner organisation implemented in the past?



- What capacity-building measures will be necessary to strengthen the capacities of the project team and local partner organisation at all levels in relation to gender and inclusion approaches in accordance with the project objectives (e.g. training on human rights and women's rights and on the participation of people with disabilities)?

#### **1.4 Project implementation – results monitoring, evaluation and accountability**

- To what extent are the indicators (at outcome and output level) gender and inclusion sensitive, in order to ensure there is a visible and measurable commitment to gender and inclusion outcomes?
- To what extent is the monitoring or evaluation system set up to capture disaggregated data according to sex, age and disability as well as any other relevant vulnerability criteria (e.g. ethnic/ religious minorities) to allow for progress reporting on the indicators?
- Which processes will ensure that any changes in the context/situation/target group will be detected in a timely manner to allow for activities to be adapted to these changes?
- To what extent are potential positive and negative effects (direct and indirect) on people of different gender, age and persons with and without disabilities being taken into consideration in order to ensure that the project does not reproduce or reinforce existing inequalities or stereotypes in accordance with the 'do no harm' approach?
- How will you design community feedback and complaint mechanisms to be inclusive?
- To what extent will the disaggregated data on sex, age, disability and other vulnerability criteria feed into reporting?
- How will you ensure that the findings from previous phases regarding the positive and negative effects on people of different sex, age and with or without disabilities are iteratively incorporated into the next programme and project planning phase?

## DECLARATION OF SUPPLIERS

We \_\_\_\_\_ [company name] \_\_\_\_\_ herewith declare that

- a) we do respect basic social rights and working conditions based on international labour standards and condemn the exploitation of child labour;
- b) we are not bankrupt or being wound up, are not having our affairs administered by the courts, have not entered into an arrangement with creditors, have not suspended business activities, are not the subject of proceedings concerning those matters, and are not in any analogous situation arising from a similar procedure provided for in national legislation or regulations;
- c) we have not been convicted of an offence concerning our professional conduct by a judgment which has the force of res judicata;
- d) we have not been guilty of grave professional misconduct;
- e) we have fulfilled all obligations relating to the payment of social security contributions or the payment of taxes in accordance with the legal provisions of the country in which we are established or with the Federal Republic of Germany or those of the country where the contract is to be performed;
- f) we have not been the subject of a judgment which has the force of res judicata for fraud, corruption, involvement in a criminal organisation or any other illegal activity detrimental to Johanniter's financial interests;
- g) following another procurement procedure carried out by Johanniter or another contracting authority, we have not been declared to be in serious breach of contract for failure to comply with our contractual obligations;
- h) we are not subject to a conflict of interest with regard to this tender. We declare that the price on the bid attached is a market competitive offer from my organization, and we are submitting to this procurement process without any conflict of interest, or the provision / receipt of any commission, gift, bribe, gratuity or remuneration of any kind.
- i) we are not guilty of misrepresentation in supplying the information required by Johanniter as a condition of participation in the contract procedure.
- j) we do not perform any act or omit to perform any act, including any misrepresentation, in order to knowingly mislead, or attempt to knowingly mislead JOHANNITER and/or any other party to obtain a financial or other benefit or to avoid any obligation ("Fraudulent Practice");
- k) we do not offer, give, receive or solicit, directly or indirectly, or attempt to offer, give, receive or solicit, directly or indirectly, anything of value to improperly influence the actions of JOHANNITER and/or any other party ("Corrupt Practice");
- l) we do not enter into any arrangements with any other party or parties that are designed to achieve an improper purpose, including but not limited to improperly influencing the actions of JOHANNITER and/or any other party or engaging in price fixing ("Collusive Practice", and together

- with “Fraudulent Practices and Corrupt Practices”, “Prohibited Practices”).
- m) we do not engage in transactions with, or provide resources or support to, individuals and organizations associated with terrorism, whether in cash or in kind, directly or indirectly.
  - n) we verify that no support or resources are provided to individuals or entities associated with terrorism as designated on the „Consolidated list of persons, groups and entities subject to EU financial sanctions” maintained by the European Commission or by any other similar sanction list of individuals and entities that may be established by the United Nations Security Council or the United States of America.
  - o) we do not engage in acts that directly support or advance trafficking in persons, including the following acts:
    - i. destroying, concealing, confiscating, or otherwise denying an employee access to that employee’s identity or immigration documents;
    - ii. failing to provide return transportation or pay for return transportation costs to an employee from a country to the country from which the employee was recruited upon the end of employment if requested by the employee.
    - iii. soliciting a person for the purpose of employment, or offering employment, by means of materially false or fraudulent pretences, representations, or promises regarding that employment.
  - p) we do respect applicable law relating to anti-money laundering in the execution of our contracts.

**General statements:**

- 1.1 The contractor shall communicate these fundamentals of JOHANNITER’s Policy to its management, employees, subcontractors and agents and shall take all reasonable measures to ensure that such persons do not engage in prohibited practices.
- 1.2 The contractor shall immediately disclose to JOHANNITER any actual, apparent, potential or attempted prohibited practice that the contractor becomes aware of. To that end, the contractor shall fully cooperate, and shall take all reasonable steps to ensure that its management, employees, subcontractors and agents fully cooperate with any investigation of prohibited practices by JOHANNITER, including by complying with all reasonable requests from JOHANNITER to gain access to and inspect any records, documents and other relevant information.
- 1.3 JOHANNITER is committed to the protection of vulnerable populations in humanitarian crisis, including from sexual exploitation and abuse. By entering into a contract with JOHANNITER, The contractor undertakes to ensure that

its personnel, agents and subcontractors conform to the highest standards of moral and ethical conduct.

The contractor expressly acknowledges and agrees that:

- a) Any breach of this policy by the contractor or by any of its management, employees, subcontractors or agents constitutes a material breach of the contracts, which entitles JOHANNITER to immediately terminate a contract without incurring any liability to the contractor; and
  
- b) In the event that JOHANNITER were to determine through an investigation or otherwise that a prohibited practice occurred, JOHANNITER shall have, in addition to its right to immediately terminate the contract, the rights to:
  - i. apply and enforce the relevant sanctions in accordance with its internal regulations, rules, procedures, practices, policies and guidelines, including referral of the matter to national authorities when appropriate; and
  
  - ii. recover all losses, financial or otherwise, suffered by JOHANNITER in connection with such prohibited practices.

\_\_\_\_\_  
Date & Signature

\_\_\_\_\_  
Name of company

\_\_\_\_\_  
Name in printed letters

Stamp