ETHICAL RECRUITMENT PLEDGE

Our commitment to fair, transparent and ethical recruitment under ILO standards

Issued by ASL Seasonal Labor Platform | Date: 08.11.2026

Our Commitment

ASL Seasonal Labor Platform is unconditionally committed to fair, transparent, and ethical recruitment of seasonal agricultural workers from Thailand and Vietnam for placements in Norway and Germany. This Pledge articulates our binding obligations to workers, employers, and civil society.

Our practices are aligned with the ILO Multilateral Framework on Labour Migration, the ILO General Principles and Operational Guidelines for Fair Recruitment (2016), the Dhaka Principles for Migrant Worker Recruitment, and the UN Guiding Principles on Business and Human Rights.

Principle 1: No Recruitment Fees Charged to Workers

ASL operates a strict employer-pays model. Workers are never charged any recruitment fee, administrative fee, or deposit -- directly or indirectly -- as a condition of placement. This applies to all stages of recruitment: registration, screening, document preparation, visa application, and travel arrangement.

Any partner agency, sub-agent, or local coordinator found to charge workers will be immediately terminated and reported to the Thai Department of Employment (DOE) and relevant authorities.

Principle 2: Transparent Terms Before Departure

Every worker receives a signed copy of their employment contract, translated into their native language (Thai or Vietnamese), before they sign or depart Thailand. The contract includes: exact job title, duties, wages (gross and net), working hours, accommodation type and cost (if any), contract duration, and repatriation terms.

Workers are informed of and understand all terms through the Informed Consent workflow. Where a worker has limited literacy, a qualified agent reads the contract aloud, a witness confirms this, and the session is documented in the Worker Assistance Log.

Principle 3: Freedom of Movement & Document Retention

Workers retain their own identity documents (passport, work permit, visa) at all times. No employer or agent is permitted to hold, confiscate, or withhold a worker's documents.

Workers are free to terminate their employment contract in accordance with its terms and to return to Thailand. No debt bondage, contract substitution, or coercive retention practices are tolerated.

Principle 4: Safe and Decent Working Conditions

ASL verifies that all placing employers provide: wages meeting or exceeding the applicable national minimum wage (NOK 210/hr in Norway, EUR 13/hr in Germany for 2026); accommodation meeting health and safety standards; working hours compliant with Norwegian and German labor law; access to healthcare.

ASL conducts post-placement welfare checks at 30 days and 90 days after worker arrival.

Principle 5: Non-Discrimination

ASL does not discriminate on the basis of gender, age (subject to the legal minimum of 18 years), ethnicity, religion, disability, or any other protected characteristic in the recruitment and placement of workers.

Job matching is based solely on agricultural skills, experience, and role requirements.

Principle 6: Grievance & Remedy

Workers have access to a confidential, free-of-charge grievance mechanism through the worker portal. Complaints are reviewed by the Agency's Compliance Officer within 5 business days. Workers are not penalised for raising grievances.

Where a worker has suffered harm, ASL cooperates with relevant authorities and supports the worker in accessing remedy, including unpaid wages, compensation, or repatriation assistance.

Accountability

This Pledge is reviewed annually by ASL management. Compliance is audited by an independent third party every two years. Summary audit findings are published on our platform.

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