

FREEDOM BUSINESS CODE OF EXCELLENCE

Executive Summary

FREEDOM BUSINESS EXISTS TO EMPLOY SURVIVORS OF HUMAN TRAFFICKING AND THOSE AT RISK.

The Freedom Business Code of Excellence defines the business practices that sustain holistic freedom and distinguish the work of Freedom Business. It contains Six Commitments upheld by Freedom Businesses, defines common terms used within our industry, and provides a framework for implementation. It was created in 2021 with full participation from Members of Freedom Business Alliance.

The full version of the Code is available online at freedombusinessalliance.com/code-of-excellence

The work of Freedom Business is considered by many of our Members to be more than just a business, but a calling. Freedom Businesses seek first to create employment opportunities for those who have experienced trauma, upholding a commitment to the vulnerable in society and a belief in the inherent high worth of every human being.

Our Members create workplaces that are safe and trauma-informed. And while safe employment is a vital component of freedom, they believe true freedom requires more. It requires a belief in one's own worth that grows with professional, intellectual, emotional, and

spiritual development, most effectively achieved in a community that offers love, hope, and healing. This is why our Members go further than simply offering a job, but endeavor to create this type of supportive and formative community within their places of work.

They uphold the belief that business, when intentional, can serve as an optimal vehicle for healing and transformation. The Code of Excellence describes the high standards and commitments undertaken in pursuit of this calling.

Freedom Business Alliance is a registered 501c3 nonprofit in the United States. We serve as an industry facilitator for over 110 Freedom Businesses operating across 30 countries around the world.

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**FREEDOM
BUSINESS
ALLIANCE**

6 COMMITMENTS of Freedom Business



- 1 Creating jobs for survivors of Human Trafficking and those At Risk is a central, stated aim of the organization. It has developed structures, processes, programs, and resources to accomplish plans of action to carry out this mission.
- 2 The organization has a governance structure that oversees its strategic direction toward achieving its mission, identification and management of risks and opportunities, and its financial and social performance. There is transparency in how it conducts trade, in its supply chain and in management of the organization. The organization welcomes and seeks accountability from its Stakeholders. It fosters meaningful participation of Personnel to facilitate fulfillment of its mission. It commits to ongoing learning and development as an organization to raise the standard of practice in the Freedom Business movement together with other Freedom Businesses.
- 3 The organization commits to protecting the safety, human rights, health as well as the mental, physical, social and spiritual well-being of its Personnel. It conforms, at a minimum, with all relevant laws on health and safety for its Personnel, working hours and working conditions.
- 4 The organization commits to paying an equitable and fair wage to all its Personnel which meets the legal minimum wage and strives toward the Local Living Wage. It provides social security and benefits, not counting the provision of any extra programs and services toward minimum wage requirements.
- 5 The organization has a trauma-informed, healing-centered workplace demonstrated by fully integrating knowledge about trauma and recovery practices into its policies, procedures, and practices, seeking to actively reduce the possibility of re-traumatization of Personnel, especially those that have previously experienced Human Trafficking.
- 6 The organization commits to business practices that evidence concern for external Stakeholders including suppliers, business partners, donors, investors, fellow Freedom Businesses, and the environment, always seeking to minimize negative impacts created by its operations and increase mutual benefit.

For more details along with implementation guidelines for each Commitment, see the full Freedom Business Code of Excellence online at freedombusinessalliance.com/code-of-excellence

4 TYPES of Freedom Business

01

FREEDOM BUSINESS ENTERPRISE

Exists to employ Personnel who have experienced Human Trafficking or are At Risk



02

FREEDOM BUSINESS CHAMPION

Extends the work of FB Enterprises



03

FREEDOM BUSINESS STARTUP

In operation less than one year



04

FREEDOM BUSINESS INITIATIVE

Undertaken as part of CSR efforts



FREEDOM BUSINESS ALLIANCE