

**BE
RADICALISED
BY BASIC
DECENCY**

**A SOLIDARITY
KNOWS NO
BORDERS
CALL TO
ACTION**

Business Pledge

We the leadership of this business, pledge to *do no harm*. We will not exploit workers made vulnerable by their immigration status. We will not use the threat of reporting, the manipulation of visa sponsorship, or the withholding of rights to control, underpay, or silence our workers. We will not profit from a system designed to make people desperate.

We recognise that the hostile environment has turned employers into border guards, and that this role has been used, deliberately or carelessly, to suppress wages, avoid accountability, and create a workforce too afraid to speak up. We reject that role.

We will pay all our workers fairly, regardless of their immigration status. We will not impose conditions on migrant workers that we would not impose on any other employee. We will ensure that every worker knows their rights, to safe working conditions, to fair pay, to organise, to complain without fear of retaliation or deportation.

We will not conduct right-to-work checks in a way that encourages discrimination. We will train our managers to understand the difference between legal compliance and hostile environment enforcement. We will not over-check, over-document, or use immigration status as leverage in any employment decision.

We recognise that our workers built this business alongside us. Their labour is not cheap and their dignity is not negotiable. We will treat them accordingly.

We sign this pledge publicly and we invite our workers, our customers, and our community to hold us to it.

Signed

Date

Business

**SIGN
DO NO
HARM**



DO NO HARM

WWW.DONOHARMCAMPAIGN.ORG

Do No Harm is a community-led call to action by Solidarity Knows No Borders to make the hostile environment politically and practically impossible to enforce. SKNB is platformed by Migrants Organise Ltd.