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## **SAFEGUARDING POLICY**

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This policy was adopted on **December 3rd, 2023**, and will be reviewed every two years by the Directors and Board of the company.

### **POLICY STATEMENT**

AB Entheos is committed to safeguarding the welfare and protecting the dignity of all individuals involved in our projects, including staff, implementing partners, the public, and beneficiaries. We recognize our responsibility to ensure a safe and respectful environment, free from bullying, harassment, and sexual exploitation and abuse.

The main elements of our policy are:

- a) Ensuring we practice safe recruitment in checking the suitability and eligibility with young and vulnerable people.
- b) Providing effective and regular trainings to our staff to raise awareness of all safeguarding issues.
- c) Developing and implementing effective safeguarding procedures for identifying and reporting cases or suspected cases of safeguarding violations.
- d) Supporting individuals who suspect and report any safeguarding violations in accordance to our policy and procedure.

### **ZERO TOLERANCE STATEMENT**

AB Entheos maintains a zero-tolerance policy towards bullying, harassment, and sexual exploitation and abuse. We unequivocally condemn such behaviors and are dedicated to preventing and addressing any incidents that may occur within our project activities.

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For any clarifications, please contact the Legal Office via email on [legal@ab-entheos.co.ke](mailto:legal@ab-entheos.co.ke)

To be reviewed on 3rd December 2025.