

SAFEGUARDING POLICY

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:

1. Ensuring we practice safe recruitment in checking the suitability and eligibility with young and vulnerable people.
2. Providing effective and regular training to our staff to raise awareness of all safeguarding issues.
3. Developing and implementing effective safeguarding procedures for identifying and reporting cases or suspected cases of safeguarding violations. AB Entheos commits to acknowledging all safeguarding reports within 24 hours of receipt
4. Supporting individuals who suspect and report any safeguarding violations in accordance with our policy and procedure. All reports will be handled with the strictest confidentiality to protect the identity and dignity of all parties involved

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.

DEFINITIONS

- **Bullying:** Offensive, intimidating, malicious, or insulting behavior involving an abuse or misuse of power that undermines, humiliates, or denigrates the recipient.
- **Harassment:** Unwanted conduct related to a relevant protected characteristic that has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, or offensive environment.
- **Sexual Exploitation and Abuse (SEA):** Any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes.

For any clarifications, please contact the Legal Office via email on

legal@ab-entheos.co.ke To be reviewed on 3rd December 2027