



**Fondazione Generali  
The Human Safety Net ONLUS**

# **CHILD AND VULNERABLE ADULT PROTECTION POLICY**

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# Fondazione Generali - The Human Safety Net Onlus Child And Vulnerable Adult Protection Policy

## I. Introduction

### A. Vision and safeguarding commitment

Fondazione Generali The Human Safety Net - ONLUS (Fondazione Generali) is a non-profit organisation, established by Assicurazioni Generali, registered under Italian law and acting as the international operating vehicle for “The Human Safety Net” (THSN), Generali’s flagship initiative for the community.

The three programs – For Families, For Refugee Start-Ups and For Newborns – target different societal challenges but share a common purpose: to unlock the potential of disadvantaged people, so that they can transform their lives and that of their families and communities.

THSN recognises that everyone has a right to protection and freedom from abuse and exploitation. The rights of vulnerable adults and children to protection from abuse are enshrined in many international conventions and national laws and the policy is in line with standards recognised across the sector. Therefore, the rights, safety and protection of children and vulnerable adults is of paramount concern to THSN. The Fondazione Generali has a zero-tolerance policy for maltreatment in any form, as stated in the Generali Group Code of Conduct<sup>1</sup>. All people and partners engaged with THSN and its initiatives must always treat children and vulnerable adults appropriately and with respect, recognise the fundamental duty of care for the children and vulnerable adults with whom they engage, and take the necessary actions to protect their dignity, development and rights.

This Child and Vulnerable Adult Protection Policy, as a part of Fondazione Generali’s responsibility for the safety and protection, is designed to ensure that children and vulnerable adults who are involved with or affected by THSN, directly or indirectly, are protected from any form of abuse and exploitation and that THSN’s staff, volunteers, associates and partners commit to the highest requirements of safeguarding and protection from abuse, exploitation and discrimination.

### B. Principles

This policy has as its foundation on the internationally recognized principles such as United Nations Convention on the Rights of the Child and its optional protocols: the Optional Protocol on the Involvement of Children in Armed Conflict; the Optional Protocol on the Sale of Children, Child Prostitution and Child Pornography; the United Nation Secretary-General’s

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<sup>1</sup> Available at: <https://www.generali.com/our-responsibilities/responsible-business/code-of-conduct>

Statement for the Elimination of Sexual Abuse and Exploitation and all child-related UN conventions; the Keeping Children Safe Child Safeguarding Standards; the Child Safeguarding and Protection legislation and statutory guidance of Italy; The UN Principles of Older People (1999); The Convention for the Elimination of Discrimination Against Women (CEDAW); The International Covenant on Economic, Social and Cultural Rights; The International Convention on the Elimination of all Forms of Racial Discrimination; The Slavery Convention, as amended, and The Supplementary Convention on the abolition of Slavery; The Convention on the Status of Refugees and its additional protocol; The convention against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment; and The four Geneva Conventions of 1949, containing humanitarian rules for armed conflicts, as well as international good practice.

In any case this Policy and the disciplined activities as well as the actions of the volunteers can never be in prejudice of the relevant local, national and supranational laws:

- All children and vulnerable adults have equal rights to protection from harm, regardless of gender, sexual orientation, ethnicity, disability or economic status;
- Everybody has a responsibility to support the care and protection of children and vulnerable adults;
- Organizations have a duty of care to children and vulnerable adults with whom they work, are in contact with, or who are affected by their work and operations;
- Organizations should be held to account for their commitment to safeguarding, such that safeguarding concerns can be raised and discussed and poor practice and inappropriate behaviour challenged and addressed;
- If organizations work with partners, they have a responsibility to help partners meet the minimum requirements of safeguarding;
- All decisions and actions on safeguarding are taken in the best interests of the child and vulnerable adult, which are paramount;
- The wellbeing, safety and security of survivors/victims is firmly placed at the heart of this policy and all procedures;
- Solutions to protecting children and vulnerable adults need to reflect the culture and operating environment and the nature of activities being undertaken. However, culture can never be used as an excuse for abuse.

## C. Scope

This policy applies to all THSN staff, volunteers and associates as well as THSN partners<sup>2</sup>, who must comply with its requirements and understand the sanctions that may be applied in breach of this guidance. By “associates” is meant interns and contractors, staff and/or representatives of partner organizations, as well as guests and visitors.

Failure to comply with this policy may lead to disciplinary actions. Breaches may result in the award of damages or criminal prosecutions according to local procedures and applicable legislation.

## D. Approval

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<sup>2</sup> It is considered a Human Safety Net partner any non-governmental organisation implementing a THSN program that has a formal agreement donation.

This policy was approved by Fondazione Generali's Board of Directors.

## E. Definitions and terms

- **Child** - means every person under the age of 18.
- **Vulnerable adults** – are people who are over 18 years of age and are getting, or may need, help and services to live in the community. Vulnerable adults may be unable to take care of themselves and unable to protect themselves from harm, discrimination or exploitation by other people.
- **Abuse or maltreatment** - constitutes all forms of physical and/or emotional ill-treatment, sexual abuse, neglect or negligent treatment or commercial or other exploitation, resulting in actual or potential harm to the child or vulnerable adult's health, survival, development or dignity in the context of a relationship of responsibility, trust or power.
- **Safeguarding** – is the responsibility that organizations have to make sure their staff, operations, and programmes do no harm to children and vulnerable adults, that is that they do not expose them to the risk of harm and abuse, and that any concerns the organization has about their safety, within the communities in which they work, are reported to the designated Focal Point and to the appropriate authorities.
- **Sexual abuse** – is the involvement of a person in sexual activity with an adult or another child who by age or development is in a relationship of responsibility, trust or power, the activity being intended to gratify or satisfy the needs of the other person. This may include but is not limited to:
  1. the inducement or coercion of a person to engage in any unlawful sexual activity;
  2. the instrumental use of a person in any form, for prostitution or other unlawful sexual practices; and
  3. the exploitative use of children or vulnerable adults in pornographic performances and materials.
- **Commercial or other exploitation** of a person -- refers to the use of a child or vulnerable adult in work or other activities for the benefit of others. This includes, but is not limited to, child labour, exploitation of a person's vulnerabilities for commercial purposes and use of children or vulnerable adults for prostitution. These activities are to the detriment of the child and vulnerable adult's physical or mental health, education, or spiritual, moral or social-emotional development.
- **Contact with children or vulnerable adults** -- means working on an activity or in a position that involves or may involve any interaction with children or vulnerable adults, no matter how minimal, where the contact would reasonably be expected as a normal part of the activity and the contact is not incidental to the activity. Contact can be due to volunteering, site visits, paid or unpaid work. This includes indirect interaction with children or vulnerable adults, through the use of media and communication materials.
- **Emotional abuse** - includes the failure to provide a developmentally appropriate, supportive environment, including the availability of a primary attachment figure, so that the child or vulnerable adult can develop a stable and full range of emotional and social competencies commensurate with her or his personal potential and in the context of the

society in which a person lives. There may also be acts towards the child or vulnerable adult that cause or have a high probability of causing harm to their health or physical, mental, spiritual, moral or social development. These acts must be reasonably within the control of the parent or person in a relationship of responsibility, trust or power. Acts include restriction of movement, patterns of belittling, and denigrating, scapegoating, threatening, scaring, discriminating, ridiculing or other non-physical forms of hostile or rejecting treatment.

- **Neglect** - is the failure to provide for the development of the child or vulnerable adult in all spheres: health, education, emotional development, nutrition, shelter, and safe living conditions, in the context of resources reasonably available to the family or caretakers, and causes or has a high probability of causing harm to the child and vulnerable adult's health or physical, mental, spiritual, moral or social development. This includes the failure to properly supervise and protect children and vulnerable adults from harm as much as is feasible.
- **Physical abuse** of a child or vulnerable adult - is that which results in actual or potential physical harm from an interaction or lack of an interaction, which is reasonably within the control of a parent or person in a position of responsibility, power or trust. There may be single or repeated incidents.

## II. Prevention

### A. Risk assessment/risk mitigation

A risk assessment<sup>3</sup> of all THSN's operations, programmes and project activities will be conducted. Risk mitigation strategies will be developed to minimise the risk to children and vulnerable adults, and incorporated into the design, delivery and evaluation of programmes, operations and activities, which involve or impact upon them.

### B. Recruitment, Awareness Raising and Training

THSN will ensure compliance with the following recruitment procedures across the organization:

- new staff, volunteers, and associates can act on behalf of THSN and adhere to its initiatives only if no previous convictions or police checks have been applied. By accepting this Policy, new staff, volunteers, and associates are declaring that they do not have any criminal charge, conviction and other outcomes of an offence that relate to exploitation and abuse;
- THSN Child and Vulnerable Adult Protection Focal Points will be designated both at a central and local level, as points of convergence for child and vulnerable adult protection and safeguarding standards and procedures.

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<sup>3</sup> A risk assessment is an exercise where an organization examines all aspects of its service from a safeguarding perspective, to establish whether there are any practices or features of the service that have the potential to put children at risk.

All THSN staff, volunteers, associates and partners will receive protection training to help them understand why it is necessary to safeguard and protect children and vulnerable adults and to be fully aware of the procedure for reporting concerns.

THSN staff will receive an induction on child and vulnerable adult protection at the time of their engagement with THSN. THSN staff with particular responsibilities relating to safeguarding, such as the designated THSN Child and Vulnerable Adult Protection Focal Points, will be provided with more in-depth training within 6 months of their appointment.

THSN volunteers and associates will be briefed on safeguarding and their responsibilities under this policy upon engagement with THSN.

THSN partners will be encouraged to inform children and their families, and vulnerable adults about their safeguarding commitment and what to do if they have concerns about them.

THSN, therefore, commits to:

- Disseminate and promote this policy in a range of ways (e.g., website, hard copies and verbally). Copies of the policy will be made available and accessible to all stakeholders, both on paper and electronically;
- Share and discuss this policy with all current and future THSN staff, volunteers, associates and partners;
- Ensure that all THSN staff, volunteers, associates and partners know how to proceed in a case of abuse to children or vulnerable adults;
- Incorporate induction sessions for all new THSN staff as a standard procedure, and ensure that training on the policy is compulsory for new volunteers as part of the roll-out of the policy and as a condition for their engagement
- Provide regular briefings, refresher courses and trainings on this policy, or elements of it, to THSN staff, volunteers, associates and partners, using available platforms;
- Ensure further training is provided for THSN staff with specific responsibilities under this policy;
- Provide THSN staff, volunteers, associates and partners with access to materials and resources that support the understanding and implementation of the policy and encourage sharing of experiences and examples of good practice in implementing the policy across THSN.

### **C. Communications – use of images and children’s and vulnerable adults’ information**

All THSN related communication will follow and abide by the declared overriding principles and procedures in the gathering and use of information and visual images, both photographic stills and video.

THSN will respect the views of partner organisations and will be sensitive to their concerns and advice in collecting and disseminating communication material.

THSN will guarantee consent and appropriate use of communication materials. THSN will ensure that:

- when taking photographs or video footage of individuals everyone involved should understand the general messages and the use of information before they are gathered, written informed consent is always obtained and when children are involved, permission should be gathered through the holder of the parental responsibility or guardian of the child;
- general consent is obtained at the beginning of an event and individuals that did not give their consent will not be included in the photographs, or in any case will not be identifiable;
- in the occasion of major events, when possible, photographs will be taken in group settings at prearranged times;
- if necessary to protect confidentiality and where the risk of harm and stigma is high, mitigating steps will be taken, for example, by concealing faces, using pseudonyms, vague geographical locations and non-disclosure of personal information. In any case, for pictures portraying children, only their first names will be used as a reference, and other information will be used carefully so as not to reveal too many details;
- images and any other private information for publication purposes will be saved in a safe and confidential manner, in compliance with the applicable personal data protection legislation;
- file labels, meta data or text descriptions do not reveal identifying information about a child when sending images electronically or publishing images in any form;
- individuals or organisations requesting the use of THSN resources depicting children and vulnerable adults, such as personal information, videos or photographs, must sign an agreement concerning the proper use of such materials. Failure to adhere to the terms could result in the termination of permission and the return of information. Access to these must be by way of permission only.

THSN will maintain standards of taste, decency and dignity for the subjects portrayed, use images truthfully and aim to provide a balanced portrayal of reality. THSN will ensure that:

- images which are erotic, pornographic or obscene will never be used; in any case, it is never allowed to hold, receive, assign, distribute, disclose and commercialise any image of this kind;
- all images of portrayed children and vulnerable adults are compliant with traditions or restrictions of their country of origin;
- respect for children and vulnerable adults is secured, subjects are treated as equal partners in action and their capacities and aspirations are highlighted, not just their vulnerabilities and fears; special attention should be paid to disabilities, refugees and those in situations of conflict and disasters;
- in disaster situations, with any publicity material, THSN will follow the policy in the Code of Conduct of the International Committee of the Red Cross, portray an objective image, not make gratuitous use of extreme suffering, co-operate with the media in order to enhance public response, but not allow external or internal demands for publicity to take precedence;
- case histories/descriptions will not be fabricated, although they may be adapted or edited to preserve the dignity and confidentiality of the subject, so that the subject would regard the image and its use as truthful if s/he saw it.

Any complaints or concerns about inappropriate or intrusive images must be reported and recorded, as with any other safeguarding concern.



## D. Code of Behaviour

All THSN staff, volunteers, and associates will sign and abide by THSN's Child And Vulnerable Adult Protection Code of Behaviour, which will be followed within and outside the workplace [**Annex A: Code of Behaviour for THSN Staff, volunteers and associates**].

New staff, volunteers, and associates can act on behalf of THSN and adhere to its initiatives only if no previous convictions or police checks have been applied.

In the course of their association with THSN, all staff, volunteers, and associates must:

- treat children and vulnerable adults with respect regardless of race, colour, gender, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status;
- not use language or behaviour towards children and vulnerable adults that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate;
- not engage children and vulnerable adults in any form of sexual intercourse or sexual activity, including paying for sexual services or acts;
- use any computers, mobile phones, video cameras, cameras or social media appropriately, and never exploit or harass children and vulnerable adults or access exploitation material through any medium;
- not use physical punishment on children and vulnerable adults;
- comply with all relevant local legislation, including labour laws;
- immediately report concerns or allegations of exploitation, abuse and non-compliance incidents in accordance with the process described below at paragraph **IV. Reporting/responding to concerns**;
- notify the THSN Child and Vulnerable Adult Protection Focal Points that they cannot take part in THSN initiatives anymore, in the event of charges, convictions and other outcomes of an offence that relate to exploitation and abuse, which occurs during their association with THSN.

When dealing with children, all staff, volunteers, and associates must:

- ensure that another adult is present when working in the proximity of children;
- not invite unaccompanied children into their home, unless they are at immediate risk of injury or in physical danger;
- never sleep close to unsupervised children;
- not hire children for domestic or other labour which is inappropriate given their age or developmental stage, which interferes with their time available for education and recreational activities, or which places them at significant risk of injury.

When photographing or filming a child or vulnerable adult or using their images for work-related purposes, all staff, volunteers, and associates must comply with the THSN overriding principles and procedures for communication [**Errore. L'origine riferimento non è stata trovata.**].

In particular, in the course of their association with THSN, all staff, volunteers, and associates must:

- guarantee appropriate gathering and use of communication materials, including asking permission and obtaining written informed consent, and when children are involved, asking the holder of the parental responsibility or guardian of the child;
- respect the dignity of the subject portrayed, including assessing and endeavouring to comply with local traditions and restrictions, and ensure that subjects are adequately clothed and not in poses that could be seen as sexually suggestive;
- ensure images are honest representations of the context and the facts, not manipulate the subject or an image to distort the reality of the situation, avoid stereotypes and aim to show people helping and working for themselves, not as victims.

THSN Staff, volunteers and associates will be informed what action THSN will take if the code is broken or not followed correctly.

### III. Partners

Agreements with THSN partners will include a statement that partners who do not have a safeguarding policy will either abide by THSN's policy or develop their own as a condition of the partnership. While they are developing their policy, partners agree to abide by THSN's policy [**Annex B: Declaration for THSN Partners to abide by and uphold the THSN Child And Vulnerable Adult Protection Policy**].

All THSN partners are expected to abide by their country's child protection laws, if those laws do not go against the United Nations Convention on the Rights of the Child, 1989.

THSN holds itself and its partners accountable to the Keeping Children Safe Child Safeguarding Standards. Where needed, THSN will support its partners to meet these standards:

- **Policy:** The organization has a written, comprehensive safeguarding policy that underlines commitment to prevent and respond to any safeguarding concerns, in place. The consequences of breaking the policy are clear to everyone;
- **People:** The organization places clear responsibilities and expectations on its staff, volunteers and associates and supports them to understand and act in line with these;
- **Procedures:** The organization creates a child-safe environment through implementing safeguarding procedures that are applied across the organization;
- **Accountability:** The organization monitors and reviews its safeguarding procedures.

### IV. Reporting/responding to concerns

Anyone who suffers or witnesses a breach of this policy can report his or her concerns to the THSN protection Focal Point or to the Generali Group Compliance Helpline - available at [secure.ethicspoint.eu](https://secure.ethicspoint.eu).

Although both these channels can be utilised, it is recommended to use the Generali Group Compliance Helpline to remain anonymous and if there is a risk that THSN Protection Focal Point is involved in the wrongdoing.

Concerns or allegations can be submitted using the dedicated database (Ethics Point) at [secure.ethicspoint.eu](https://secure.ethicspoint.eu), via a specific form accessible through the “Report Online” section, or via phone through local numbers available in the section “Call us”. To submit a concern or allegation, reporters must select the country in which they are located, the country in which concerns or allegations were experienced, and select “The Human Safety Net” as a “company”.

When concerns or allegations are received by THSN Protection Focal Point, Focal Points who receive a concern must submit its key elements in the dedicated database (Ethics Point) via a specific form - the Intake Form – also available at [secure.ethicspoint.eu](https://secure.ethicspoint.eu) to allow for comprehensive knowledge of the phenomena at a local and Generali Group level.

When receiving sensitive disclosures from children or vulnerable adults, THSN Protection Focal Point, who will receive concerns or allegations, will strive not to re-traumatise children or vulnerable adults in its handling of concerns. If a child or a vulnerable person discloses that they are being, or have been, abused, they will:

- Listen to and accept what the child or vulnerable adult says but not press for information;
- Let the child or vulnerable adult know what THSN is going to do next and that THSN will let them know what happens;
- Not investigate and will not inform, question or confront the alleged abuser;
- Take the alleged abuse seriously;
- Record carefully what they have heard on the Helpline.

Any report will be treated seriously and with confidentiality. The priority will always be the safety and best interests of the child or vulnerable adult.

Identifying information about children and vulnerable adults will be shared on a ‘need to know’ basis only. Any staff who raise concerns of serious malpractice will be protected as far as possible from victimisation or any other detrimental treatment if they come forward with serious concerns, provided that concerns are raised in good faith. Deliberate false allegations are a serious disciplinary offence and will be investigated.

The subject of the allegation (alleged perpetrator) and all witnesses must cooperate fully and openly with internal and statutory investigations and hearings. Their confidentiality will be protected, and information which could identify them will be shared on a ‘need to know’ basis only.

When a concern is brought to the attention of THSN – THSN will ACT:

- On any concerns. If in doubt, speak out!;
- Centred on children and vulnerable adults. The protection of children and vulnerable adults is the most important consideration;
- Time counts. Ensure timely, effective, confidential and appropriate responses to safeguarding issues.

A prompt and appropriate response will ensure that the situation is not perpetuated and that all individuals involved are clear on issues and actions to be taken.

If the allegation is a criminal issue, this shall be reported to the formal authorities before taking action or informing the alleged perpetrator.

Appropriate disciplinary measures will be taken in the event that the allegation is found to be true.

Support and counselling will be made available for those involved in the report and response. THSN will ensure that survivors are not re-traumatised and get the support they need.

THSN will adapt the reporting procedures for countries where THSN initiatives are active to ensure that any breach of this policy will be dealt with in an appropriate manner and as per the national legal frameworks.

## V. Monitoring and review

The protection of children and vulnerable adults is incorporated into THSN's risk register and reporting processes. Senior management and the Board of Directors will regularly be updated on safeguarding issues. This policy will be reviewed a minimum of every 3 years or when it is shown necessary that additional issues need to be identified and addressed through this policy.

## Annexes

## Annex A: Code of Behaviour for THSN Staff, volunteers and associates

THSN is committed to protecting the rights of children and vulnerable adults. THSN believes that it is the responsibility of everyone working for and with THSN to ensure that children and vulnerable adults are protected from exploitation and abuse.

All THSN staff, volunteers, and associates are expected to treat children and vulnerable adults with respect and dignity, prioritising their safety and well-being at all times. We expect the highest standard of behaviour from all THSN staff, volunteers, and associates.

This Code of Behaviour will apply both during work and outside of work unless prohibited by law.

New staff, volunteers, and associates can act on behalf of THSN and adhere to its initiatives only if no previous convictions or police checks have been applied.

In the course of their association with THSN, all staff, volunteers, and associates must:

- treat children and vulnerable adults with respect regardless of race, colour, gender, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status;
- not use language or behaviour towards children and vulnerable adults that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate;
- not engage children and vulnerable adults in any form of sexual intercourse or sexual activity, including paying for sexual services or acts;
- use any computers, mobile phones, video cameras, cameras or social media appropriately, and never exploit or harass children and vulnerable adults or access exploitation material through any medium;
- not use physical punishment on children and vulnerable adults;
- comply with all relevant local legislation, including labour laws;
- immediately report concerns or allegations of exploitation, abuse and non-compliance incidents in accordance with the process described at paragraph **IV. Reporting/responding to concerns**;
- notify the THSN Child and Vulnerable Adult Protection Focal Points that they cannot take part in THSN initiatives anymore, in the event of charges, convictions and other outcomes of an offence that relate to exploitation and abuse, which occurs during their association with THSN.

When dealing with children, all staff, volunteers, and associates must:

- ensure that another adult is present when working in the proximity of children;
- not invite unaccompanied children into their home, unless they are at immediate risk of injury or in physical danger;
- never sleep close to unsupervised children;
- not hire children for domestic or other labour which is inappropriate given their age or developmental stage, which interferes with their time available for education and recreational activities, or which places them at significant risk of injury.

When photographing or filming a child or vulnerable adult or using their images for work-related purposes, all staff, volunteers, and associates must comply with the THSN overriding principles and procedures for communication [**Errore. L'origine riferimento non è stata trovata.**].

In particular, in the course of their association with THSN, all staff, volunteers, and associates must:

- guarantee appropriate gathering and use of communication materials, including asking permission and obtaining written informed consent, and when children are involved, asking the holder of the parental responsibility or guardian of the child;
- respect the dignity of the subject portrayed, including assessing and endeavouring to comply with local traditions and restrictions, and ensure that subjects are adequately clothed and not in poses that could be seen as sexually suggestive;
- ensure images are honest representations of the context and the facts, not manipulate the subject or an image to distort the reality of the situation, avoid stereotypes and aim to show people helping and working for themselves, not as victims.

Any failure to uphold the Code of Behaviour may result in the termination of my engagement with THSN, or further disciplinary or judicial proceedings as mentioned above.

THSN shall reserve the right to inform other institutions which may apply for professional references of the termination of contract for serious violation of the principles of the protection of children within the legislative framework applicable to the protection of information.

I, the undersigned,

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Declare I have received, read and understood THSN's Code of Behaviour and agree to work in accordance with it.

Signature:

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Name Surname:

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Institution:

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Date:

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City / State of work: \_\_\_\_\_

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## Annex B: Declaration for THSN Partners to abide by and uphold the THSN Child And Vulnerable Adult Protection Policy

\_\_\_\_\_ (NAME OF THSN PARTNER) hereby acknowledges that it has received and read a copy of THSN Child And Vulnerable Adult Protection Policy.

\_\_\_\_\_ (NAME OF THSN PARTNER) hereby agrees to abide by THSN Child And Vulnerable Adult Protection Policy and/or develop its own as a condition of the partnership.

\_\_\_\_\_ (NAME OF THSN PARTNER) hereby agrees to inform THSN Protection Focal Points of any suspicions and allegations of incidents against children that might occur in their organisation and cooperate for successful case management and risk mitigations as a condition of the partnership.

\_\_\_\_\_ (NAME OF THSN PARTNER) agrees that all children and vulnerable adults have equal rights to protection from abuse, neglect, exploitation and violence, and that everyone has a responsibility to support their protection.

\_\_\_\_\_ (NAME OF THSN PARTNER) accepts and commits to actively prevent acts of harm by its personnel and associates, and to respond to safeguarding incidents that are perpetrated against children and vulnerable adults in compliance with THSN Child And Vulnerable Adult Protection Policy.

\_\_\_\_\_ (NAME OF THSN PARTNER) ensures that no personnel hired, deployed or engaged in projects implemented in partnership with THSN or with the support of THSN, have ever been involved in any form of abuse, neglect, exploitation and violence against children and vulnerable adults before.

\_\_\_\_\_ (NAME OF THSN PARTNER) ensures that all personnel hired, deployed or engaged in projects implemented in partnership with THSN or with the support of THSN, will participate in training on the content of the THSN Child And Vulnerable Adult Protection Policy and related standards of behaviours organised by THSN.

\_\_\_\_\_ (NAME OF THSN PARTNER) is fully aware of being liable to suspension or cancellation of the partnership agreement with THSN should any of its personnel members or associates be found in breach of the THSN Child And Vulnerable Adult Protection Policy standards of behaviour, and the concern be mishandled.





Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Position: \_\_\_\_\_

Organization: \_\_\_\_\_

THSN partner since: \_\_\_\_\_

Date: \_\_\_\_\_ City/State: \_\_\_\_\_