

Sexual Exploitation of Children (SEC) Policy

Policy Reference No.: DGL/P/SEC2024

Version: 2.0

Approval Date: 23th/February/2024

Effective Date: 1st March 2024

Reviewed By: Policy Committee

Next Review Date: January 2026.

1. Purpose of the Policy

DANVAST Group Limited (hereinafter referred to as "DANVAST") is committed to ensuring that the safety, welfare, and dignity of children are protected in all our activities and operations. This policy outlines our zero-tolerance stance towards sexual exploitation of children (SEC) and provides guidelines for preventing, responding to, and addressing any instances of sexual exploitation or abuse of children by employees, contractors, suppliers, and other partners associated with the company.

2. Policy Statement

DANVAST Group Limited is dedicated to upholding the highest ethical standards, with particular attention to the protection of children from all forms of sexual exploitation and abuse. We recognize the vulnerability of children and the devastating impact of sexual exploitation. This policy reflects our commitment to child protection and our determination to take action against any form of exploitation, abuse, or harassment.

3. Scope

This policy applies to:

- All **employees**, including full-time, part-time, and temporary staff members.
- **Contractors**, suppliers, service providers, and consultants working for DANVAST.



- **Volunteers** and individuals representing or associated with DANVAST in any capacity.
- All stakeholders, partners, and third-party organizations who have direct or indirect interaction with children during the course of business.

4. Definitions

- **Sexual Exploitation of Children (SEC):** Any form of sexual abuse, harassment, or exploitation, including but not limited to child prostitution, child pornography, and online exploitation.
- **Child:** A person under the age of 18, as defined by the **United Nations Convention on the Rights of the Child.**
- **Sexual Abuse:** Any sexual act or behavior directed towards a child without their consent or in violation of the law.

5. Guiding Principles

1. **Zero Tolerance:** DANVAST has a zero-tolerance policy towards the sexual exploitation of children in any form, in any context, and by any party associated with the company.
2. **Prevention First:** The company will take proactive steps to prevent sexual exploitation, including raising awareness, providing training, and conducting thorough screening of employees and contractors.
3. **Protection and Dignity:** We are committed to protecting the rights of children and ensuring that any allegations of sexual exploitation are handled with sensitivity, confidentiality, and respect for all involved.
4. **Legal Compliance:** DANVAST complies with all national and international laws regarding the protection of children, including the **Tanzanian Children's Act**, the **United Nations Convention on the Rights of the Child**, and other relevant child protection frameworks.



6. Roles and Responsibilities

6.1 Management Responsibilities

- Ensure that the policy is implemented and adhered to across all departments.
- Allocate necessary resources for training, awareness campaigns, and monitoring of compliance.
- Take immediate action in response to any allegations or incidents of child sexual exploitation.
- Work closely with child protection organizations and relevant authorities to ensure best practices are followed.

6.2 Employee Responsibilities

- Adhere to this policy and promote a safe environment for children both within and outside the workplace.
- Immediately report any suspicion, disclosure, or incident of sexual exploitation involving children to the designated reporting channels.
- Cooperate with investigations related to sexual exploitation cases.
- Participate in regular training sessions on the protection of children and sexual exploitation awareness.

6.3 Contractor and Partner Responsibilities

- Sign agreements affirming commitment to child protection policies and practices.
- Ensure that subcontractors, staff, or any agents under their control comply with this policy.
- Implement their own child protection measures to prevent SEC and report any violations promptly.

7. Prevention Measures



7.1 Awareness and Training

- All new employees, contractors, and partners will undergo mandatory training on child protection and sexual exploitation prevention during the onboarding process.
- Regular workshops, seminars, and awareness campaigns will be conducted to reinforce the importance of safeguarding children and preventing sexual exploitation.
- Ongoing education on how to identify and respond to potential signs of child abuse will be available to all employees.

7.2 Recruitment and Screening

- Comprehensive background checks, including criminal records and child protection screening, will be conducted on all prospective employees, volunteers, contractors, and business partners.
- No employee or contractor who has been convicted of child exploitation or abuse will be hired or retained by the company.

7.3 Policies and Code of Conduct

- A clear **Code of Conduct** for all employees, contractors, and partners will outline acceptable behaviors and practices, with a special emphasis on respect for children and prohibition of any sexual exploitation or abuse.
- Employees will be informed that any violation of this policy could result in disciplinary action, including termination of employment or contracts.

8. Reporting and Response Procedures

8.1 Reporting Mechanism

- **Confidential Reporting:** Any employee, partner, or stakeholder who suspects, witnesses, or is made aware of an incident of sexual exploitation or abuse of

children is encouraged to report the concern immediately. This can be done through:

- The **HR Department** or designated child protection officer.
 - A dedicated **hotline**, email address, or online reporting tool.
 - **Anonymous reporting** options, where applicable.
- Reports will be handled with confidentiality and sensitivity to ensure that the rights of the child and the integrity of the reporting process are upheld.

8.2 Investigation and Action

- Once a report is received, the company will take immediate steps to investigate the allegation.
- A designated committee, including senior management and relevant child protection experts, will lead the investigation.
- If the allegation is substantiated, the company will take immediate corrective actions, including possible termination of employment, referral to legal authorities, and victim support.

8.3 Support for Victims

- Any child who is a victim of sexual exploitation or abuse will be offered necessary support, including psychological counseling, legal assistance, and referrals to child protection services.
- Victims will be protected from retaliation, and their well-being will be prioritized throughout the investigation process.

9. Consequences for Violations

Any employee, contractor, or partner found guilty of violating this policy by engaging in or enabling sexual exploitation of children will face severe consequences, including:

- Immediate termination of employment or business relationship.



- Referral to law enforcement authorities for criminal prosecution.
- Legal action for civil damages, where applicable.

10. Monitoring and Evaluation

- The effectiveness of this policy will be regularly monitored through internal audits, employee feedback, and child protection reviews.
- Any instances of sexual exploitation or abuse will be documented, and the company will report on its efforts to prevent such abuses in annual sustainability and accountability reports.
- The policy will be reviewed and updated regularly to ensure it remains relevant and effective in protecting children.

11. Policy Approval

This policy has been reviewed and approved by senior management and will be adopted as the official child protection policy of DANVAST Group Limited.

CEO Signature:

I, the undersigned, as the Chief Executive Officer of DANVAST Group Limited, hereby affirm the company's commitment to protecting children from all forms of sexual exploitation, abuse, and harm. I fully support the implementation of this policy and the actions required to ensure that DANVAST remains a responsible corporate citizen committed to child protection.

Signed by:

Handwritten signature of Mark Richard in black ink.

Mark Richard

Chief Executive Officer (CEO)

Date: 24.02.2024



12. Distribution

- This policy will be made available to all employees, contractors, and partners through internal communication channels, and it will be accessible on the company's intranet and website.
- All relevant parties will be required to acknowledge receipt and understanding of this policy.

This policy document is designed to ensure that DANVAST Group Limited takes all necessary steps to prevent sexual exploitation of children and responds effectively when allegations arise. It's important that it is regularly reviewed, enforced, and supported by all stakeholders within the company.