

RULES ON CHILD PROTECTION

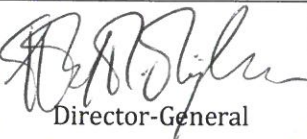
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1. Background and Purpose

1.1 GGGI has a zero-tolerance approach to child exploitation or abuse and recognizes that it is the shared responsibility of all adults to prevent child exploitation and abuse. The purpose of the Rules on Child Protection (the Rules) is to complement GGGI's Code of Conduct and GGGI's Sustainability and Safeguards Rules and lay the foundation for GGGI to protect children from any harm, particularly harm as a result of child exploitation and abuse. This can include commercial and sexual exploitation, physical and emotional harm, trafficking and child labor.

2. Definitions

2.1 The following definitions apply for the purpose of these Rules:

Child(ren) means any person(s) under the age of 18 years;

Child Abuse means Physical, Sexual or Emotional Abuse, as well as Neglect and Child Exploitation;

Child Exploitation means using children for profit, labour, sexual benefit, or for other personal or financial advantage. Includes producing, obtaining or distributing child exploitation material.

Child Protection means the responsibilities and preventative and responsive measures and activities that GGGI undertakes to protect Children ensuring that no Child is subject to Child abuse as a result of their association with GGGI, their contact with GGGI staff, consultants, contractors secondees, volunteers or other individuals working with GGGI and/or participating in any GGGI activity, including our projects and programs.

Emotional Abuse means verbal or other acts towards a Child which can damage a Child's self-esteem or confidence;

GGGI Representatives and Participants mean GGGI Staff as well as to any consultants, contractors, interns, secondees, volunteers or other individuals representing GGGI, working with GGGI or working with or in relation to or participating in any GGGI's activities;

Neglect means the failure to provide, where a person is in a position to do so, a Child with the conditions that are culturally accepted as being essential for their development and wellbeing;

Physical Abuse means the use of physical force against a Child that causes harm to the Child;

Staff means GGGI staff as defined in the GGGI Staff Rules; and

Sexual abuse means use of a Child for sexual benefit by an adult or older Child, including using a Child in pornography.

3. Scope

3.1 These Rules shall apply to GGGI Representatives and Participants. While GGGI does not dictate the belief and value systems by which GGGI Representatives and Participants conduct their personal lives, actions taken out of working hours by anyone subject to these Rules that are seen to contradict these Rules will be considered a violation of these Rules.

4. Principles relating to child protection

4.1 These Rules take into consideration relevant international standards, including the UN Convention on the Rights of the Child. GGGI shall be guided by the following principles in relation to all its activities and operations:

- a) Zero tolerance for Child Abuse. GGGI will pursue all allegations of Child Abuse and take all appropriate action, including sanctions, disciplinary measures and referral to the appropriate national authorities where warranted;
- b) Recognition of the best interests of the child. In all activities concerning or having an impact on Children, the best interests of the Child shall be a primary consideration;
- c) Assess and manage Child Protection risks and impact. GGGI shall identify, mitigate, manage or reduce the risks to children that may be associated with GGGI functions and programs;
- d) Sharing responsibility for Child Protection. The commitment, support and cooperation individuals as well as partner organizations are expected.

5. Risk assessment

5.1 GGGI shall evaluate all activities and operations to determine if the activity involve potential contact with Children, impact on children, or working with Children.

5.2 If it is determined that an activity will include contact with Children, impact on Children, or working with Children an assessment of Child Protection risk must be conducted. The risk assessment shall be included in GGGI's decision-making processes and documents.

5.3 Depending on the risks identified, GGGI shall ensure that appropriate Child Protection measures are included in the implementation of the activity. Such measures may include establishing local procedures that are consistent with these Rules, taking in consideration local circumstances and making these Rules available in local languages and child-friendly formats.

6. Specific obligations

6.1 All GGGI Representatives and Participants shall:

- a) treat Children with respect, and without discrimination and not use physical force or punishment on Children;
- b) not bully or harass Children, or use language/behavior that is abusive, demeaning or culturally inappropriate;
- c) not engage in sexual activity with Children, or pay for sexual services from Children;
- d) refrain from being alone with Children in the connection with GGGI activities, including events and missions, and not invite unaccompanied Children into private residences unless they are at immediate risk of harm;
- e) in connection with GGGI activities, including missions and events, not sleep close to unsupervised children unless absolutely necessary, in which case the supervisor's permission must be obtained, and ensuring that another adult is present if possible (noting that this does not apply to an individual's own children);
- f) not use GGGI property, such as computers and phones, or social media to exploit or harass

Children;

- g) not use Children for labour which places them at risk of injury or affects their development;
- h) respect national laws and policies relating to Children; and
- i) respect privacy for Children in connection with taking or using photographs or films in connection with GGGI activities, which will include inter alia i) obtaining consent from Child, parent or guardian; ii) ensuring local traditions or restrictions for reproducing personal images are adhered to; iii) ensuring such photographs and films present Children in a dignified and respectful manner and not in a vulnerable or submissive manner; iv) ensuring such pictures present Children adequately clothed and not in poses that could be seen as sexually suggestive; v) ensuring images are honest representations of the context and the facts; iv) ensuring 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;
- j) immediately report concerns or allegations of Child Abuse and other forms of non-compliance in accordance with appropriate procedures set out in Article 8;
- k) be aware of behavior and avoid actions or behaviors that could be perceived by others as Child Abuse; and
- l) Staff will immediately disclose all charges, convictions and other outcomes of an offence that relates to child exploitation and abuse, including those under traditional law.

7. Implementation

7.1 To implement the principles set out in these Rules GGGI will:

- a) Not knowingly engage, directly or indirectly, anyone who poses a risk to children and establish appropriate recruitment screening procedures, these procedures to include:
 - i) Requesting declarations on criminal record history and on code of conduct compliance in connection with recruitment of Staff, interns, secondees and volunteers;
 - ii) For roles that include work with or contact with children interview questions will include behavioural and Child Protection-based questions, and two verbal referee check will be completed and documented;
 - iii) Candidates for Executive Positions, as defined in GGGI's Staff Rules, go through an additional screening process linked to ethical standards;
 - iv) Identification checks of all Staff, interns, secondees and volunteers of GGGI to ensure that such individuals are not under 18 years of age;
 - v) Screen potential partners, contractors and consultants in accordance with GGGI's rules and guidelines on procurement, due diligence, integrity due diligence and private sector engagement and refrain from selecting partners which do not fulfil GGGI's requirements;
- b) Engage with partners to inform about their obligations under these Rules and promote appropriate Child Protection policies with partners and contractors engaged by or working with GGGI in activities involving working with or having contact with Children. Such partner or contractor must ensure that any downstream organizational entity or individual subcontractor complies with the relevant minimum child protection standards; and
- c) Provide ongoing training on Child Protection and these Rules, including an induction training for new Staff, interns, secondees and volunteers and refresher trainings, all which include a reflection on the responsibility of GGGI and GGGI Representatives and Participants to uphold the dignity and rights of Children and communities with focus on appropriate behavior when interacting with Children or Child sensitive materials, and information about any changes to the

these Rules and relevant procedures.

7.2. Violations of these Rules and can lead to disciplinary measures and sanctions in accordance with GGGI's legal framework. For Staff, breach of these rules may be considered misconduct and lead to disciplinary measures, which may include dismissal, in accordance with GGGI Staff Regulations and Rules.

7.3 These Rules may be complemented by guidelines as appropriate to provide further guidance on the implementation of these Rules.

8. Incident Reporting Procedures for Child Abuse Allegations

8.1 All GGGI Representatives and Participants are under the obligation to report any alleged case of Child Abuse or other forms of non-compliance by anyone subject to these Rules.

8.2 Reports of alleged breach or non-compliance of these Rules can be made on GGGI's website, (<http://gggi.org/whistleblowing-reporting/>) in accordance with GGGI's Whistleblower Policy (available on gggi.org/policy-documents/).

8.3 GGGI is committed to respond to any such reports, and disclose the results of the following investigations, appropriately and in line with GGGI's legal framework and established procedures taking into consideration global and local best practices. GGGI shall also ensure that any incidents are analysed so as to promote continued learning and growth in the field of organizational Child Protection.

9. Review Period

9.1 These Rules shall undergo review at least every five years to ensure it stays up to date and relevant to changes in GGGI's programs and organizational structure, as well as changes in the international environment and international standards.