

1. Purpose

The purpose of this Child Protection Policy is to ensure that all children involved in Ennoble Social Innovation Foundation's programs and activities are protected from harm, abuse, exploitation, and neglect. This policy outlines the commitment of Ennoble to safeguard children's rights and well-being in all its operations.

2. Scope

This policy applies to all Ennoble employees, volunteers, contractors, partners, and anyone involved in the delivery of our programs and services. It covers all interactions with children, both direct and indirect, in all locations where Ennoble operates.

3. Principles

- **Best Interests of the Child:** All decisions and actions concerning children will be guided by the principle of the best interests of the child.
- **Zero Tolerance for Child Abuse:** Ennoble maintains a zero-tolerance policy toward any form of child abuse or exploitation.
- **Confidentiality:** All concerns and allegations about child abuse will be handled with strict confidentiality, and information will only be shared on a need-to-know basis.
- **Transparency and Accountability:** All actions and decisions related to child protection will be documented and open to scrutiny to ensure accountability.

4. Definitions

- **Child:** Any person under the age of 18 years.
- **Child Abuse:** Any form of physical, emotional, or sexual harm, including neglect and exploitation.
- **Exploitation:** The use of children for someone else's advantage or profit, including labor and sexual exploitation.

5. Code of Conduct

All Ennoble personnel and associated parties are expected to adhere to the following code of conduct when interacting with children:

- Always act in the best interests of the child
- Treat all children with respect and dignity
- Avoid any behavior that could be perceived as inappropriate, abusive, or exploitative
- Do not engage in any form of physical punishment or humiliating treatment or employ child labor during execution of the programs for the CSR Partners

6. Safe Recruitment

Ennoble commits to safe recruitment practices to ensure that all personnel working with children are suitable and do not pose any risk to them. This includes:

- Conducting background checks on all potential employees, volunteers, and contractors

- Including child protection criteria in job descriptions and interviews
- Requiring all personnel to sign a declaration of their commitment to this Child Protection Policy

7. Training and Capacity Building

Ennoble will provide regular awareness sessions on child protection for all the staff, volunteers, and partners. This training will cover:

- Understanding child rights and the forms of child abuse
- How to identify and report child protection concerns
- Responsibilities and procedures under this policy

8. Reporting and Response

- **Reporting:** Any concerns or suspicions regarding child abuse must be reported immediately to the HR department.
- **Investigation:** All reports will be taken seriously and investigated promptly, following a fair and transparent process.
- **Response:** Appropriate action will be taken based on the investigation findings, which may include reporting to local authorities, disciplinary measures, or referral to support services.

9. Partnerships and Contractors

Ennoble will ensure that all partners and contractors working with children adhere to this Child Protection Policy. This will be enforced through:

- Including child protection clauses in all partnership and contractor agreements
- Monitoring compliance with the policy through regular audits and reviews
- Contractors not employing child labor at the workplace any time

10. Monitoring and Evaluation

Ennoble will regularly monitor and evaluate the implementation of this Child Protection Policy to ensure its effectiveness. Feedback from staff, partners, and beneficiaries will be incorporated into these reviews.

11. Review and Updates

This policy will be reviewed annually or as needed to reflect changes in legislation, best practices, or operational requirements. All revisions will be communicated to staff and relevant stakeholders.

12. Conclusion

Ennoble is fully committed to safeguarding the rights and well-being of all children involved in its programs. This Child Protection Policy is an integral part of our mission to create a safe and nurturing environment for every child.



Child Protection Policy

Effective Date : With effective from 1st April 2024

Ennoble Social Innovation Foundation

Date: 1st April 2024, Monday