



Safeguarding

Commitment

The Group is committed to acting ethically and with integrity to safeguard colleagues and the people we work with, including affected and vulnerable people in particular. We do not tolerate any form of abuse or exploitation.

We have put in place and enforce measures and controls that demonstrate our commitment to see that abuse and exploitation are not taking place in our projects and within our business. We are committed to complying with legal requirements in the countries we work in and undertake to refer concerns about potentially criminal behaviour to the relevant authorities and to our clients.

Responsibility

The principles of good standards of behaviour and respect are embedded in the Group's values of Progress, Respect, Integrity, Drive and Excellence (PRIDE). This policy and other Group policies form our overall framework for safeguarding staff and all stakeholders.

The **Executive Chair** is responsible for the effective implementation and maintenance of this policy.

The **Group business management systems director** is responsible for implementing this policy, monitoring its use and the effectiveness of the control systems embedded in our business management systems.

The **Group safeguarding lead** is responsible for providing staff with support in knowing how to recognise and respond to potential concerns.

General managers are responsible for their teams meeting our safeguarding standards day-to-day and for monitoring compliance.

Territory managers are responsible for coordinating comprehensive safeguarding compliance throughout country and office settings.

Project principals are responsible for incorporating safeguarding standards in projects.

Our **employees, contractors, suppliers and business partners** are responsible for working in accordance with our safeguarding framework and reporting breaches and concerns.

Approach

We seek to safeguard those we work with through our recruitment, selection and vetting processes, including background checks, disclosure statements and references for new colleagues, business partners and our supply chain.

Employees, contractors, suppliers and affected persons are encouraged to raise concerns without fear of reprisal, either through line managers or by using 'Speak Up', our confidential and independent reporting service.

We investigate all concerns raised related to safeguarding with independent teams that are committed to maintaining confidentiality of reports. We seek to take swift action to support and protect vulnerable people where concerns arise regarding possible abuse or exploitation.

We seek, through implementation of this policy, to continue to raise awareness, to prevent and learn from incidents, and to collaborate with clients and partners to ensure ethical and safe working environments.

A handwritten signature in black ink, appearing to read 'Mike Haigh'.

Mike Haigh
Executive Chair