

# E: Annexes - CSR Policies

## CSR Policies

### Protection from Sexual Exploitation and Abuse and Child Protection

#### Related Parties Child Protection Standards agreement - Appendix A

##### Mosaico Euroafricano

##### Related Parties Child Protection Standards agreement(Appendix A)

MEA's capacity to achieve its vision and mission depends upon the individual and collaborative efforts of all MEA related parties. To this end, all MEA related parties must uphold and promote the highest standards of ethical and professional conduct and abide by this policy.

All Mosaico Euroafricano Pty., Related Parties must sign these standards.

I, (First and Last Name:) \_\_\_\_\_

of (company or organization name:) \_\_\_\_\_

as (profession or company position:) \_\_\_\_\_

agree to abide by all the under-noted standards. I understand that failure to do so will result in disciplinary action/removal from office/expulsion from MEA, etc. Local Law enforcement agencies will also be informed where it is alleged that an illegal act has been committed.

- MEA related parties will not request any sexual service or favor from participants of MEA programs, children, or others in the communities in which MEA works, in return for protection or assistance, and will not engage in sexually exploitative or abusive relationships.
- MEA related parties will not exchange money, employment, goods, or services for sex, including sexual favors or other forms of humiliating, degrading or exploitative behavior.
- MEA related parties are strongly discouraged from having sex or engaging in sexual activities with program participants.
- MEA related parties must refrain from sexual activity with any person under the age of 18, regardless of the local age of consent.
- MEA related parties will not support or take part in any form of sexual exploitative or abusive activities, including, for example, child pornography or trafficking of human beings.
- MEA related parties will treat all children with respect and not use language or behavior towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.
- MEA related parties will not hire children for domestic or other labor which is inappropriate given their age or developmental stage.
- MEA related parties will never use MEA resources, including the use of computers, cameras, mobile phones, or social media, to exploit or harass participants of MEA programs, children, or others in the communities in which MEA works.
- When photographing or filming a child for work-Related purposes, MEA Related parties will:
  - comply with local traditions or restrictions for reproducing personal images, obtain informed consent from the parent or guardian of the child, before photographing or filming a child, explaining how the photograph or film will be used,
  - ensure photographs, films, videos, and DVDs present children in a dignified and respectful manner and not in a vulnerable or submissive manner,
  - ensure children 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 and ensure file labels do not reveal identifying information about a child.
  - ensure that the parent or guardian is informed, and consent to, about what is being photographed/filmed, for what reason and use.
- MEA related parties must immediately report any concerns or suspicions they have regarding possible violations of this Policy by an MEA Related party via MEA's reporting mechanism.
- MEA related parties will prevent, oppose, and combat all exploitation and abuse of children.
- MEA related parties must immediately disclose charges, convictions and other outcomes of an offense that relates to child exploitation and abuse including those under traditional law.
- Sensitive information related to incidents of sexual exploitation and abuse or child abuse whether involving colleagues, program participants or others in the communities in which MEA works shall be shared only with enforcement authorities and MEA agents and employees of the appropriate seniority or function who have a need to know such information. Breach of this policy may put others at risk and will therefore result in disciplinary procedures.
- MEA related parties must undertake to create and maintain an environment that promotes the implementation of this policy.

Date: \_\_\_\_\_

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