

CHARITABLE ORGANIZATION SPANBOND CHARITABLE FOUNDATION

Annex 1 to Order No. 3-org
dated 1 June 2026

APPROVED BY:

signature (seal)
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CEO of the Foundation CO SPANBOND CF

PARTNERSHIP POLICY ON SAFEGUARDING CHILDREN AND ADULTS OF THE CHARITABLE ORGANIZATION SPANBOND CHARITABLE FOUNDATION

The CHARITABLE ORGANIZATION SPANBOND CHARITABLE FOUNDATION (hereinafter referred to as “SPANBOND”) strongly condemns all forms of child exploitation and any inappropriate conduct towards children and/or adults. This Partnership Policy on Safeguarding Children and Adults (hereinafter referred to as the “Policy”) prohibits all persons with whom SPANBOND cooperates or interacts, as well as its employees and affiliated persons, from exploiting children or engaging in inappropriate conduct towards children and/or adults.

SPANBOND, its employees and its affiliated persons shall strictly comply with the Convention on the Rights of the Child.

DEFINITIONS

Child: Any person under the age of 18. This Policy applies to the interaction of SPANBOND employees and affiliated persons with all children, wherever they may be, and not only with programme participants.

Child Protection: All measures taken to prevent and respond to abuse, neglect, exploitation and all other forms of violence against children. Child protection is a global area of SPANBOND’s work undertaken with the participation of children.

Contractor: SPANBOND regularly enters into contracts with individuals and organisations that are not its employees for the provision of services to SPANBOND. Such individuals and organisations that are not SPANBOND employees may also be referred to as “independent contractors”, “consultants” or “suppliers” and are collectively referred to in this document as “Contractors”.

Partner: For safeguarding purposes, a partner organisation means a non-governmental organisation, community-based organisation, commercial enterprise or other entity that has entered into a written agreement with SPANBOND to implement programmes or activities on behalf of SPANBOND or in cooperation with SPANBOND. A Partner may receive funding from SPANBOND or may operate without receiving funding from SPANBOND.

Safeguarding: The prevention of, reporting of and response to cases of harm or abuse committed by SPANBOND employees or affiliated persons against any children, wherever they may be, and against any adults residing in areas where SPANBOND implements its programmes.

Child Safeguarding: The prevention of, reporting of and response to cases of harm, violence or exploitation involving any child under the age of 18 by a SPANBOND employee or affiliated person.

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Adult Safeguarding: The prevention of, reporting of and response to cases of harm, violence or exploitation involving an adult residing in an area where SPANBOND implements its programmes, committed by a SPANBOND employee or affiliated person. This includes Protection from Sexual Exploitation and Abuse (PSEA).

Safeguarding Incident: Harm or the risk of harm resulting from unlawful acts or violations of this Policy in relation to a child or an adult residing in an area where SPANBOND implements its programmes.

Sexual Exploitation and Abuse (SEA): The term “sexual exploitation” means any actual or attempted abuse of a position of vulnerability, differential power or trust for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another person. The term “sexual abuse” means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Protection from Sexual Exploitation and Abuse (PSEA): A term used by the United Nations and international non-governmental organisations to describe measures taken to protect vulnerable population groups from sexual exploitation and abuse by employees of humanitarian organisations.

Volunteer: A person who is not a SPANBOND employee. This is a person who does not work for SPANBOND and is not legally required to perform work for SPANBOND but voluntarily contributes their time, skills, knowledge, efforts and experience to support SPANBOND without expecting payment or other remuneration.

The purpose of this Policy is to establish high safeguarding standards for SPANBOND in order to help protect all children, wherever they may be, from harm caused by SPANBOND employees and/or affiliated persons, and to protect adults from harm caused by SPANBOND employees and/or affiliated persons.

The safeguarding principles applied by SPANBOND are based on SPANBOND’s commitment to strengthening the capacity of communities and Ukraine’s national safeguarding systems for children and vulnerable adults. All persons who work for or are associated with SPANBOND are responsible for ensuring their safety.

As a charitable organisation, SPANBOND recognises the exceptional vulnerability of children and the specific safeguarding requirements applicable to them. SPANBOND also emphasises the importance of preventing Sexual Exploitation and Abuse (SEA), including among other forms of violence against adults.

Safeguarding the children and adults supported by SPANBOND is fundamental to all SPANBOND activities, programmes and areas of service, including assistance, development and advocacy. Everything we do is based on our commitment to cause no harm, first and foremost, to children or adults living in the areas where SPANBOND implements its programmes. We prioritise the best interests of children in all actions and decisions.

SPANBOND has zero tolerance for violence or ill-treatment of children or adults, including sexual exploitation or abuse, whether committed by employees or other persons associated with SPANBOND’s work. SPANBOND takes all necessary measures to respond to any suspected or known cases of abuse. Responses to safeguarding incidents shall focus on the child or adult who has experienced violence, with their interests treated as the highest priority.

SPANBOND establishes and maintains safeguarding policies and systems designed to protect all children and adults residing in areas where SPANBOND implements its programmes from ill-treatment, exploitation or harm caused by SPANBOND employees or affiliated persons. Safeguarding requirements shall be reviewed regularly and subject to internal audit. Each SPANBOND department shall support the documentation of safeguarding-related incident reports and responses and shall provide the necessary information.

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SPANBOND promotes the continuous improvement of safeguarding efforts, with particular emphasis on Protection from Sexual Exploitation and Abuse (PSEA) and other forms of violence or harm. SPANBOND condemns any abuse of authority, status or a position of trust for the purpose of sexual or other exploitation. SPANBOND seeks to address the underlying causes of such abuse through its preventive and training activities.

SPANBOND ensures that safeguarding requirements are integrated throughout the recruitment and employment cycle by conducting robust screening at the beginning of employment and providing regular training and performance management supported by appropriate codes of conduct and standards.

SPANBOND implements and maintains strict reporting and complaint-handling mechanisms to ensure accountability and an appropriate response to any unlawful conduct occurring under the auspices of SPANBOND. Concerns shall be taken seriously and addressed through confidential reporting mechanisms, including whistleblowing procedures, that protect the safety of reporting persons. Retaliation against persons who report concerns in good faith is prohibited. SPANBOND actively promotes and publicises its reporting mechanisms among personnel, member organisations, community members and persons affected by emergencies.

SPANBOND's management is involved in safeguarding processes within the SPANBOND office by monitoring progress in addressing key gaps in the safeguarding system and ensuring appropriate oversight of risks and the measures taken to mitigate them.