

## KCB Foundation Safeguarding Policy (Abridged Version)

### Introduction

At KCB Foundation, we are committed to creating a safe, inclusive, and respectful environment for all individuals engaged in our programs. Our Safeguarding Policy ensures that children, vulnerable adults, employees, and partners are protected from harm, abuse, and exploitation.

### Purpose

This policy sets out the safeguarding principles and responsibilities that guide KCB Foundation's operations. It establishes clear procedures for preventing, identifying, and addressing safeguarding concerns while promoting accountability and compliance with legal and ethical standards.

### Scope

This policy applies to all KCB Foundation and KCB Group employees, volunteers, consultants, contractors, and implementing partners involved in any of our initiatives.

### Core Principles

- **Zero Tolerance for Abuse:** KCB Foundation does not tolerate any form of harm, exploitation, or misconduct.
- **Proactive Protection Measures:** We take preventive actions to mitigate risks and safeguard all stakeholders.
- **Empowerment and Awareness:** We educate individuals about their rights and provide safe mechanisms to report concerns.
- **Transparency and Accountability:** We uphold clear procedures for reporting, investigating, and resolving safeguarding issues.

### Responsibilities

- **KCB Foundation Leadership:** Ensures safeguarding policies are effectively implemented, Monitored and periodically reviewed.
- **Employees and Partners:** Must comply with safeguarding policy, procedures and guidelines, including upholding their role-specific safeguarding responsibilities including participating in safeguarding training, and reporting and responding to safeguarding concerns.
- **Program Participants and Community Members:** Empowered to understand their rights and report safeguarding concerns through established channels.



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- **Prevention and Risk Assessment:** KCB Foundation recognizes that there are potential risks to staff and vulnerable persons in the various programs. It shall ensure that all activities undertaken shall incorporate safeguarding risk assessments.

### Reporting and Responding to safeguarding concerns

- **Confidential Reporting Channels:** KCB Foundation has established safe, secure and accessible channels for raising concerns, including anonymous reporting options and external whistleblowing channels.
- **Managing safeguarding Investigations:** All reported cases are handled promptly and fairly from a survivor-centered perspective.
- **Support for Affected Individuals:** survivors and affected parties receive appropriate support and protection.

**No Retaliation:** KCB Foundation maintains a zero-tolerance policy for any form of retaliation against individuals who report safeguarding concerns or incidents in good faith. **Compliance and Review**

KCB Foundation is committed to continuous improvement of safeguarding measures through periodic policy reviews and updates, ensuring alignment with best practices and regulatory requirements.

For more information or to report a concern, please contact:  
[[kcbfsafeguarding@kcbgroup.com](mailto:kcbfsafeguarding@kcbgroup.com) and [Link to KCBF website](#)]

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