Safeguarding Code of Conduct

Everyone working on Te KAI makes this commitment
to the protection of each other and our communities

PURPOSE

Te KAI is committed to creating positive social impact. This requires a safe, respectful and ethical work environment. Construction is a risky industry and experience shows that it can cause harm to local communities. This Safeguarding Code of Conduct sets clear standards for our behaviour to achieve our goal of 'do no harm', particularly in the areas of Child Protection; Prevention of Sexual Exploitation, Abuse and Harassment; and Modern Slavery.

This Code of Conduct is to be signed only after the person has been fully trained on Te KAI Safeguarding requirements.

COMMITMENTS

Policies and legislation: I will comply with all applicable laws (both Kiribati and Australia) and Te KAI policies for Child Protection, Prevention of Sexual Exploitation, Abuse and Harassment, and Modern Slavery.

Ethical standards: I will behave with the highest ethical standards and contribute to a safe, respectful and supportive environment for all people regardless of their age, gender or other factors.

Respectful engagement: I will act and speak respectfully with all people. I will not use language or behaviour that is abusive, sexually provocative or culturally inappropriate.

Protection from harm: I will contribute to an environment where all people are protected from all forms of violence and abuse.

Abuse and harassment: I will not sexually abuse or harass any adult or child, refraining from all physical, emotional or sexual abuse, bullying, intimidation, or exposing them to distressing situations.

Exploitation: I will not use my position of trust and authority to request any service from a beneficiary. I will not offer or withhold services for gain. I will not pursue a personal relationship with a person I manage or any program recipient.

Transactional sex: I will not engage in transactional sexual activities at any time. This includes the services of sex workers or giving of benefits, money, gifts or services in exchange for sexual favours, or procuring sex for others.

Underage sex: I will not engage in, or express interest in, any form of sexual activity with individuals below the age of 18, including but not limited to: grooming, exposing children to sexual images or activities, paying for sexual services.

Working near children: I will take measures to ensure I am never working alone near a child. In the course of my work I will not take photographs of children, use physical punishment on them, or put them at risk of harm of any kind.

Modern slavery: I will not condone or accept any organisation permitting a person to enter into or remain in involuntary labour under the threat of penalty.

Reporting: I will immediately report to Te KAI management any disclosures, suspicions, complaints, concerns, allegations or information relating to child protection, sexual exploitation, abuse or harassment, or modern slavery.

Policy breaches: I will report to Te KAI management policy breaches including retaliations against safeguarding actions within two days. I will cooperate in good faith with any investigations conducted in accordance with Te KAI policies.

SIGNATURE

I have been fully briefed on Te KAI policies on Child Protection, Prevention of Sexual Exploitation, Abuse and Harassment, and Modern Slavery. I understand my responsibilities and commit to upholding them for the duration of my involvement with Te KAI. I understand that violation of this commitment may result in termination of my work and could result in our company not being engaged for any future services.

Name:		**Company:**	
Signature:		**Date:**	