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Principles on the protection of children in activities undertaken by the Solidarity Fund PL

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Activities undertaken as part of the Solidarity Fund PL (SFPL) that are directly or indirectly addressed to children (persons under 18) require particular sensitivity and care. This is why the SFPL requires absolute observance of the following rules from our Employees, Associates, Partners, Contracting Parties and all other persons and entities involved in the cooperation with the SFPL.

The SFPL's staff should consider child safeguarding in project planning and implementation to determine potential risks to children that are associated with project activities and operations.

The SFPL promotes child-safe screening procedures for personnel, particularly personnel whose work brings them in direct contact with children.



I. Employees, Associates, Partners, Contracting Parties and other persons and entities cooperating with the SFPL undertake to:

1. Treat children with dignity and respect, regardless of their ethnic origin, skin colour, gender, age, language, religion, political views or other, disability or any other reason.
2. Absolutely observe the United Nations [Convention on the Rights of the Child in all areas covered by that document.](#)
3. Behave in an appropriate and balanced way, use appropriate language, and in the presence of children refrain from making jokes or comments that might cause their discomfort or offend them.
4. Be visible to children while working with them and – as far as possible – ensure the presence of another adult person.
5. Strictly observe regulations referring to child labour, and in particular ensure that child labour will not threaten their rights, especially the right to education or the right to rest and play and observe the minimum age of employment.
6. Intervene in case of any concerns as to child protection and safety.
7. Minimise the risk of potential harm when collecting data from children (during assessment, monitoring, evaluation, etc.). For this purpose, culturally appropriate methods of communication should be used in order to obtain informed consent, ensure confidentiality and asking about the child's painful experiences should be avoided. If it is necessary to obtain particularly sensitive data, indirect methods to collect such data should be used in the first place, and if required, the child should be provided with professional care.
8. Ensuring that in the case of obtaining and using images of children for publication (i.e., taking photographs or filming a child/children), the photographs, videos, or other types of products present children in a dignified way.
9. Explaining to the child or their guardian how the image will be used and obtain the informed consent of the parent or guardian, and as far as possible the informed consent of the child for this purpose.
10. Ensuring the products, services, and activities undertaken by SFPL are safe and could not cause any mental, moral, or physical harm of children covered by above-mentioned activities. Access to products or by products or services or activities not suitable for children is prevented or at least restricted.



II. Employees, Associates, Partners, Contracting Parties and other persons and entities cooperating with the SFPL are not allowed to:

1. Touch the child in an inappropriate or culturally insensitive manner (persons providing direct medical care must follow international and national guidelines on best practices).
2. Use language or behave in a way that is aggressive, insulting, humiliating, sexually or culturally provoking towards children.
3. Involve children in any form of activity that is humiliating, insulting, sexually provoking or culturally inappropriate or insensitive.
4. Involve children in any form of sexual activity or sexual acts, including paying for sexual services, sexual acts, or child marriages.
5. Undertake sexual activity with children (persons under 18) regardless of the full legal age or age of consent in the given country. Mistaken conviction as to the child's age does not constitute a justification for such activity.
6. Search for, obtain or use in any way any child pornography or inappropriate photographs of children via any medium.
7. Act in a way that is aimed at embarrassing, humiliating, denigrating, or degrading children, or in any other way perpetrate any form of emotional abuse, neglect, discrimination, different treatment, or favouritism shown to selected children to the exclusion of others.
8. Physically attack or punish children.
9. Perform personal nature activities for the child that the child could perform themselves. In situations in which there is no other possibility (e.g., when helping a child with a disability), these tasks should be carried out exclusively with the consent of parents/guardians and – where possible – the children involved. It is necessary to respond to the child's signals and – if the child is fully dependent – talk to them about what is going to be done, giving them choice wherever possible.
10. Invite unattended children without their parents' or guardians' consent to secluded places unless they are exposed to direct risk of injury or are in physical danger.
11. Sleep in direct proximity of unrelated children without supervision.
12. Employ children for housework chores or other tasks which are inappropriate due to the children's age or developmental stage and which clash with their time available for education and recreational activities, or which expose them to the risk of injury.



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The violation of the above rules shall constitute the basis for liability provided for by law of the given country or the SFPL's internal regulations, including the withdrawal from an agreement with a legal entity, termination of a contract of employment due to the employee's fault, or termination of an agreement of another type, including the exclusion of the possibility of awarding an order or a grant, also in the future.

If you are a witness or you have received information or signals of another kind that any of the above rules might have been breached, notify your superior, available employee of the SFPL, or use the possibility of making an anonymous report.

In the case of any doubts contact your Compliance Team.



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Document information sheet

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List of changes to the document

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