

Due South Group

Safeguarding Policy

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Foreword from the Chief Executive

Due South Group is committed to ensuring that our activities are conducted in a manner that protects the dignity, rights, safety and wellbeing of all people affected by our work.

While our principal role is the development and delivery of infrastructure, renewable energy and humanitarian projects, we recognise that our operations may bring us into contact with vulnerable individuals and communities. We therefore have a responsibility to ensure that our actions never place people at risk of harm and that appropriate safeguards are embedded throughout our projects.

Safeguarding is everyone's responsibility. Every person acting on behalf of Due South Group is expected to uphold the highest standards of professional conduct and to act immediately if they have concerns about the safety or wellbeing of another person.

Steven Edwards

Chief Executive Officer

1. Purpose

This Policy establishes the safeguarding principles and responsibilities that apply to all Due South Group activities.

Its objectives are to:

- Protect children and adults at risk from harm.
- Promote safe working practices.
- Prevent abuse, exploitation and neglect.
- Ensure safeguarding concerns are identified and reported promptly.
- Support compliance with client, donor and legal safeguarding requirements.
- Foster a culture of respect, accountability and dignity.

2. Scope

This Policy applies to:

- Directors.
- Employees.
- Consultants.
- Contractors.
- Volunteers (where applicable).
- Temporary personnel.
- Suppliers acting on behalf of Due South Group where contractual requirements apply.

The Policy applies across all Company activities, including offices, project sites, humanitarian programmes, healthcare infrastructure projects, meetings, travel and community engagement.

3. Our Safeguarding Principles

Due South Group is committed to:

- Respecting the dignity and rights of every individual.
- Acting in the best interests of children and adults at risk.
- Preventing abuse, exploitation and neglect.
- Listening to concerns and responding appropriately.
- Maintaining confidentiality while ensuring appropriate reporting.
- Promoting equality, inclusion and respect.

- Working collaboratively with clients, governments and partner organisations to strengthen safeguarding arrangements.

4. Who May Be at Risk?

Depending on the nature of our projects, individuals who may require additional safeguarding consideration include:

- Children.
- Vulnerable adults.
- Patients.
- Persons with disabilities.
- Older people.
- Displaced persons and refugees.
- Survivors of conflict or disaster.
- Individuals affected by humanitarian emergencies.

5. Expected Standards of Behaviour

Everyone acting on behalf of Due South Group shall:

- Treat every person with dignity and respect.
- Behave professionally at all times.
- Respect local cultures while maintaining internationally recognised safeguarding standards.
- Avoid behaviour that could place others at risk.
- Report safeguarding concerns immediately.
- Cooperate with safeguarding investigations.

The Company will not tolerate abusive, exploitative or inappropriate behaviour under any circumstances.

6. Prohibited Conduct

The following behaviour is strictly prohibited:

- Physical abuse.

- Emotional or psychological abuse.
- Sexual abuse or exploitation.
- Sexual harassment.
- Grooming.
- Neglect.
- Human trafficking.
- Forced labour.
- Child labour.
- Bullying.
- Discrimination.
- Intimidation.
- Retaliation against individuals raising safeguarding concerns.

Any suspected breach shall be investigated promptly.

7. Community Engagement

Due South Group recognises that infrastructure and humanitarian projects affect local communities.

We are committed to:

- Engaging respectfully with community representatives.
- Understanding local concerns.
- Protecting privacy and dignity.
- Minimising unintended harm.
- Supporting inclusive participation where appropriate.

Community engagement shall always be undertaken professionally and ethically.

8. Recruitment and Due Diligence

The Company will seek to appoint individuals who demonstrate appropriate professional standards and integrity.

Where relevant to the role or required by law or contract, recruitment procedures may include:

- Verification of identity.
- Reference checks.
- Employment history.
- Professional qualifications.
- Right-to-work checks.
- Criminal record checks where appropriate and lawful.

The extent of screening will be proportionate to the responsibilities of the role.

9. Reporting Safeguarding Concerns

Every person working on behalf of Due South Group has a duty to report safeguarding concerns immediately.

Concerns may include:

- Suspected abuse.
- Exploitation.
- Neglect.
- Harassment.
- Inappropriate conduct.
- Unsafe working practices affecting vulnerable individuals.
- Human rights concerns.

Reports will be treated seriously, confidentially and sensitively.

10. Responding to Concerns

When a safeguarding concern is reported, the Company will:

- Take the concern seriously.
- Record the information accurately.
- Assess immediate risks.
- Protect those who may be at risk.

- Notify relevant authorities where required by law or contractual obligations.
- Cooperate with appropriate investigations.

The welfare of affected individuals will always take priority.

11. Confidentiality

Safeguarding information shall only be shared with those who have a legitimate need to know.

Confidentiality will be respected wherever possible while recognising that information may need to be disclosed to protect individuals from harm or to comply with legal obligations.

12. Training and Awareness

Appropriate safeguarding awareness shall be provided to personnel whose roles may involve contact with communities or vulnerable individuals.

Training may include:

- Recognising safeguarding concerns.
- Reporting procedures.
- Professional boundaries.
- Respectful communication.
- Cultural awareness.
- Protection from sexual exploitation, abuse and harassment.

13. Working with Partners

Due South Group expects contractors, suppliers and project partners to uphold safeguarding standards consistent with this Policy.

Where appropriate, safeguarding requirements shall be included within contracts and partnership agreements.

14. Monitoring and Review

The effectiveness of safeguarding arrangements shall be reviewed through:

- Project reviews.
- Lessons learned.
- Incident reporting.
- Feedback from partners and communities.
- Periodic policy reviews.

Where improvements are identified, appropriate corrective action will be implemented.

15. Responsibilities

The Chief Executive has overall responsibility for safeguarding governance within the Company.

Managers are responsible for:

- Promoting safeguarding awareness.
- Ensuring personnel understand this Policy.
- Responding appropriately to concerns.
- Supporting investigations.
- Maintaining a safe working environment.

Every employee, consultant and contractor shares responsibility for safeguarding through their daily conduct and prompt reporting of concerns.

16. Continuous Improvement

Due South Group is committed to strengthening safeguarding practices through learning, engagement with stakeholders and alignment with evolving international good practice.

17. Review

This Policy shall be reviewed annually or whenever significant changes occur in legislation, contractual requirements or the Company's operational activities.

18. Our Commitment

Due South Group believes that successful projects are measured not only by what they deliver but by how they are delivered.

We are committed to ensuring that every project is undertaken with respect for human dignity, protection of vulnerable people and a culture that promotes safety, accountability and ethical conduct. Through strong safeguarding practices, we seek to protect those who may be affected by our work and to maintain the confidence of our clients, funding partners and the communities we serve.