



PO Box 5523, 00200-Nairobi, Kenya

FIPS SOLUTIONS
No. CLG-82FE92

CHILD PROTECTION POLICY

1.0 Introduction

Farm Input Promotions Africa herein referred to as the “Company” is committed to maintaining committed to safeguarding the rights and well-being of children. This policy outlines the standards and procedures to prevent any form of abuse, exploitation, or harm to children within our operations and spheres of influence. It ensures that all employees and stakeholders understand their responsibilities in upholding child protection principles.

2.0 Scope

This policy applies to all individuals employed by or engaged with the Company. For the purposes of this policy, the term “*employee*” is used in a broad sense to include members of the executive, management, and supervisory teams, as well as individuals engaged on fixed-term or temporary contracts, casual workers, interns, and consultants. The definition also extends to persons associated with the Company, including members of the Board of Directors, suppliers, contractors, partners, beneficiaries, community members, and volunteers. For clarity, all of these categories are collectively referred to as “*employees*” throughout this document.

This policy is to be read alongside: Code of conduct, recruitment policy, whistleblowing policy, anti-harassment policy, grievance handling policy.

3.0 Policy statement

The Company has a zero-tolerance approach to child abuse, exploitation, and neglect. We are committed to ethical behaviour and conducting all business with integrity. We will implement and enforce effective systems and controls to ensure children are protected from harm in all our operations and spheres of influence.

4.0 Guiding Principles

4.1 No Engagement of Persons Under the age of 18: The Company does not engage persons under the age of 18 in any of its programs, operations, or supply chains. Systems are in place to verify age and ensure compliance.

4.2 Zero Child Abuse: All forms of child abuse; physical, emotional, sexual, neglect, and exploitation) are strictly prohibited. Any suspicion or allegation will be treated seriously and investigated promptly.

4.3 Safe Conduct: All representatives of the Company must:



- treat children with respect and dignity.
- avoid any behaviour that could be perceived as abusive or exploitative.
- not be alone with a child in private settings.
- not photograph or interview children without prior written consent from parents/guardians.

4.4 Reporting and Response: Any concern or incident involving child protection must be reported immediately to the reporting line.

Reports will be handled confidentially and investigated in line with legal and organizational procedures.

5.0 Organizational Responsibilities

The Company will:

- Take immediate action on any report or indication of child abuse, exploitation, or harm.
- Ensure prompt, impartial, and confidential investigations, engaging qualified third parties where necessary.
- Prioritize the child's safety and best interests in all actions.
- Empower managers and representatives to model and monitor child-safe conduct.
- Involve the Employee Representation Action Team in promoting awareness and enforcing child protection standards.

Reviewed and approved by the Directors and Management: