SCI POLICY: SAFEGUARDING

Functional Area:	Risk and Ethics (Strategy)
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Approved by:	Senior Leadership Team
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Applicable to:	**All SCI Representatives**[1]. This policy applies 24 hours a day, 7 days a week, in both private and professional lives.

SECTION 1: PURPOSE

As of October 2025, this Policy consolidates and replaces the following three SCI Policies:

Child Safeguarding Policy	Protection from Sexual Exploitation, Abuse and Harassment (PSEAH) Policy	Modern Slavery and Human Trafficking Policy

Content note: this Policy discusses abuse, exploitation, neglect and harm, including sexual violence. Please look after your own wellbeing. If you would like to talk to anyone please contact SCI Employee Assistance Program (EAP) here or speak with someone in the Safeguarding and Ethical Programming and Advocacy team.

Effective safeguarding relies on our shared commitment to protect children and communities from **abuse, exploitation, neglect and harm arising from our activities**. Save the Children International (SCI) does not tolerate abuse, exploitation, neglect, harm or modern slavery by any of its Representatives; and is committed to ensuring that Representatives working in and with a community will not introduce any new risks to children or adults that we interact with or amplify existing risks to that community by virtue of our presence.

All concerns and allegations, including online safety concerns will be addressed in accordance with this policy.

Failure to comply with this Policy may result in:

- Immediate and long-term harm to those we are committed to protecting

[1] **Representatives** includes all employees, trustees, volunteers, interns, trainees, consultants, contractors, suppliers, partners, subsidiaries, all Save the Children Member employees deployed/seconded to or visiting SCI offices and programs and any other person or entity working for or on behalf of the organisation in any capacity.

- Representatives facing disciplinary action, up to and including termination of contracts or agreements and exclusion from any future engagement with SCI
- Legal and regulatory actions and/or penalties, and exclusion from funding opportunities; and/or
- A loss of trust in SCI and damage to reputation.

This policy does not cover:

- Sexual harassment in the workplace – this is dealt with in separate policies managed by the People & Organisation team.
- Concerns in the wider community that are not perpetrated by SCI Representatives or not linked to SCI programming activities.

SECTION 2: POLICY STATEMENT(S)

1	Effective safeguarding relies on our shared commitment to protect children and communities from all forms of abuse, exploitation, neglect and harm arising from our activities. SCI recognises that abuse, exploitation, neglect and harm can take place in both online and in-person environments and is committed to mitigating harm, and the risk of harm across all contexts where we work.
2	**Children** As the world's first and leading independent child rights organisation, we know that we have a unique duty to ensure the safety of children we interact with. We prioritise the best interests and welfare of children, ensuring their voices and perspectives are considered.
3	**Key controls and resourcing** SCI's Board oversees the mechanisms by which the Senior Leadership Team ensures that adequate mitigation measures are implemented in relation to safeguarding; and that the cost of implementing this policy is reflected in operational plans, budgets and funding proposals. The SCI/SCA Board has a designated Safeguarding Trustee to support this oversight. Our leaders are accountable for the right tone from the top on the importance of safeguarding, and in role modelling a safe organisational culture. All people managers and team leads are responsible for integrating safeguarding into their team's work plans and individual goals, as well as for monitoring safeguarding objectives. This includes: ○ providing an appropriate and effective safeguarding staffing infrastructure for SCI, including sufficient Safeguarding Focal Points with clearly defined responsibilities, ○ providing finances, information, guidance, training, learning and development at global, country and programme levels, ○ adequately assessing and mitigating safeguarding and modern slavery risks within their function related activities, ○ implementing appropriate responses to alleged breaches of this policy, and ○ promoting a culture where abuse, exploitation, neglect, harm and modern slavery are not tolerated.
4	**Personal responsibility** All SCI Representatives are responsible for taking all necessary and appropriate steps to prevent abuse, exploitation, neglect and harm within their areas of responsibility and in the way they conduct themselves, whether online or in person.

	All Representatives will: ○ Understand and comply with this policy, ○ Complete mandatory training related to safeguarding, ○ Not commit any act of abuse, exploitation, neglect or harm, or place anyone we interact with through our work at risk of harm, ○ Not use their power as an SCI representative to commit (or influence someone to commit) abuse, exploitation, neglect, harm or modern slavery, or risk of harm, ○ Ensure that two Save the Children employees are present during all programming and operational activities involving children and adults with whom we interact, ○ Ensure that volunteers are never alone with children or adults we interact with, ○ Understand risks in their area and implement mitigation measures relevant to their role, and ○ Report any suspected abuse, exploitation, neglect, harm or risk of harm immediately and confidentially.
5	**Implementation, monitoring and review** ○ The Safeguarding Policy and Procedures, and the SCI Code of Conduct and Ethics Suite, apply to all aspects of SCI's programming and advocacy. ○ SCA Risk Framework (SCARF) certainty ratings in relation to safeguarding children and adults in the communities are managed and tracked. ○ The Annual Safeguarding and Counter-Fraud Assessment and Action Plan (COSFA) is completed, managed and tracked for all countries. ○ SCI is signatory to the Misconduct Disclosure Scheme (MDS). ○ SCI complies with all data protection laws and policies when managing children's and adults' personal data. ○ Children are made aware of their right to be safe from all forms of abuse, exploitation, neglect, harm and modern slavery; and provided with information about how to report a concern to SCI. ○ Feedback is sought from children, caregivers and the communities we interact with to determine the effectiveness of our safeguarding systems. ○ Incident reporting and case management data is reviewed quarterly to determine effectiveness of reporting and response mechanisms and risks arising in SCI's programming and advocacy.
6	**Prevention** All people managers and team leads will ensure that strong safeguarding prevention measures, relevant to their function – including awareness raising and detection – are in place, embedded, accessible and communicated to Representatives in the language(s) and format(s) they understand. Measures are taken to prevent all forms of abuse, exploitation, neglect and harm. Core activities include: ○ Implementing Safe Recruitment practices, including for volunteers. SCI may terminate contract negotiations or refuse to engage an individual where appropriate criminal record checks (or equivalent) are not undertaken or cannot be undertaken for roles that are identified as working with or having contact with children; or where background and reference checks reveal that the applicant is not suitable to work with Save the Children or they have omitted key information, ○ Implementing Safer Partnerships approach. Safeguarding controls set out in partnership procedures and tools are consistently implemented, ○ Implementing Safe Programming practices including safety by design, fully resourced activities and contextualised risk assessments from programme design stage. Practical steps are taken to mitigate those risks and regularly review them throughout the project cycle,

	○ Establishing whistleblowing mechanisms, and ○ Complying with Save the Children's Global Content Guidelines.
7	**Reporting** SCI promotes a positive 'speak-up' culture, fosters compliance, and prioritises a safe and trusted environment for anyone to report safeguarding incidents and/or concerns through confidential, accessible and safe mechanisms. ○ All staff must report, in a timely manner, any suspicions and/or incidents of abuse, exploitation, neglect or harm and violations of this policy through an official SCI reporting channel. Failure to report an incident or concern is considered a breach of this policy. ○ Country teams are responsible for complying with local reporting obligations related to potential criminal offences. SCI will report criminal behaviour to relevant authorities, except if doing so creates additional harm for a victim/survivor and/or others. ○ SCI's Legal Team is accountable for reporting all relevant incidents to authorities and/or regulators in the UK including the Charity Commission and the Metropolitan Police. ○ The Case Management, Response & Investigations (CMRI) and Country teams will keep Save the Children Members fully informed and promptly updated on any suspicion of abuse, exploitation, neglect, harm or modern slavery relating to their funds. ○ CMRI and Legal teams will report all serious safeguarding incidents to the SCI/A Board and/or Audit & Risk Committee. ○ CMRI and Safeguarding & Ethical Programming and Advocacy team (SEPA) will submit an annual safeguarding report to the SCI/A Board. ○ SCI will submit an annual Modern Slavery Statement, consistent with national and international disclosure obligations, and in line with our transparent and ethical practices, requiring SCI to report on actions taken to prevent human rights abuses in our operations and supply chains.
8	**Response** ○ The CMRI team will investigate all breaches of this policy in a timely, effective and confidential manner. ○ SCI management will take appropriate corrective actions, including disciplinary, legal or other actions, including against those who knew of a breach of policy but failed to act. ○ All Representatives must fully comply with investigations into alleged breaches of policy. Failure to do so will constitute a breach of this policy. ○ The CMRI and Country teams will collect, process and store securely detailed and accurate records of all reported concerns, in accordance with the relevant data protection laws. ○ SCI will address any gaps identified by the investigation and build any lessons learnt into SCI's global policies, procedures and/or processes.
9	**Survivor-centred approach and Trauma-Informed Practice** SCIs survivor-centred approach ensures that the survivor's well-being, wishes, experiences, needs and rights are at the centre of our decisions and actions and elevates the voice of survivors. This occurs from the initial concern or report, through the case management cycle – including responding to concerns and potential incidents, investigations, and follow-up actions. Anyone who experiences abuse, exploitation, neglect, harm or modern slavery by an SCI Representative or as a direct result of our work can receive support and assistance that

	is contextually appropriate and in a manner that does not isolate, stigmatise or retraumatise them. We are committed to providing survivors access to support regardless of whether they wish to make a complaint or participate in an investigation. Trauma-informed practice is an approach to safeguarding which is grounded in the understanding that trauma can impact an individual's neurological, biological, psychological and social development. The approach recognises the widespread impact of trauma on a person's health and wellbeing and understands that trauma can have both immediate and long-lasting effects. The principles underpinning survivor care also support trauma-informed practice. SCI is committed to understanding local context – we carry out local mapping exercises which provide information on the medical, legal, social welfare and child protection services available for survivors.
10	**Relevant laws and regulation** This Policy is underpinned by relevant legislation and regulation, including: o United Nations Convention on the Rights of the Child (UNCRC) o Convention on the Rights of Persons with Disabilities (CRPD) o UN Secretary General's Bulletin: Special measures for protection from sexual exploitation and sexual abuse o Inter-Agency Standing Committee (IASC) six principles in relation to SEA o Core Humanitarian Standard (CHS) o The International Child Safeguarding Standards - Keeping Children Safe o Modern Slavery Act 2015 (UK) o Trafficking Victims Protection Act 2000 (US) o FAR Subpart 22.17 and FAR 52.222-50 ("Combating Trafficking in Persons") (US) o USAID Standard Provision M20 ("Trafficking in Persons") (US) as amended and effective October 2024 (US), and o International Labour Standards on Child Labour and Forced Labour o Inter-Agency Procurement Group (IAPG)'s Supplier Sustainability and Ethical Code of Conduct All SCI staff members and volunteers are accountable for ensuring that they comply with all local laws prohibiting abuse, exploitation, neglect, harm and modern slavery in all the jurisdictions in which we operate. If this policy conflicts with local laws and regulations please consult the SCI Compliance with Local Law Policy and consult the SCI Safeguarding Policy owner to confirm and document a waiver to compliance with the policy, where this course of action is appropriate.
11	**Induction training** o The SEPA team will develop Safeguarding training and ensure it is made available on SCIs learning platform. o All Representatives are required to complete mandatory Safeguarding training within three months of joining SCI, or sooner if contract length is less than three months, and successful completion must be recorded. o All Representatives are required to complete refresher Safeguarding training at least once every two years.
12	**Compliance and Audit** o Compliance with this policy is monitored through reviews, spot checks and audits. This includes but is not limited to downstream partners, sub-grantees, contractors and suppliers.

13	**Humanitarian adaptation** SCI policies and processes, including safe recruitment practices, safer partnerships approach and safe programming practices, should be always implemented. However, SCI recognises that during emergency responses, safeguarding risks heighten and intensify; people living in areas affected by humanitarian crises are particularly at risk of abuse, exploitation, harm and modern slavery and specific strategies are needed to mitigate those risks. In addition, the decrease in social controls, large-scale family separation, disruption in protective social structures, and displacement and transiency aggravate and contribute to risks, especially sexual exploitation, abuse, and harassment (SEAH). During rapid onset and mobilization of humanitarian workers, the organizational risks exacerbate existing local and contextual threats to protection. The intrinsically chaotic nature of crises and inherent power differentials that exists between Save the Children and affected persons can lead to serious breaches to our safeguarding commitments. In emergency responses, there is a high volume of staff turnover, influx of volunteers, and saturation of partner-led initiatives and projects, all of which contribute to the fragility in managing safeguarding related risks. SCI understands that safeguarding in humanitarian contexts requires particular considerations which means understanding how the activities that are delivered and the situation they are delivered in influence each other. Considerations should be given to: ○ impact on reporting channels, ○ impact of an investigation on survivors living in a conflict zone, ○ safety of those investigating and limitations of investigations. **Preparedness and Response** A context-specific Safeguarding plan must be included in the Country Emergency Preparedness Plan (EPP) and activated at the onset of a crisis. After onset, Safeguarding must be included in the Initial Assessment, Preliminary Response Plan (PRP), Response Strategy, and Response Budget.

SECTION 3: DEFINITIONS

Word/Term	Definition
Adult Safeguarding	Our individual and collective responsibility to prevent and respond to any form of abuse, exploitation, neglect, harm or modern slavery committed by SCI Representatives, against any adult, 18 years and above, who we interact with through programme implementation and operations, work with through partners and/or management of personal data.
Best interests of the child	The concept of the best interests of the child comes from Article 3 of the United Nations Convention on the Rights of the Child (UNCRC). The UNCRC highlights the importance of supporting the child's needs for safety, health, wellbeing, family relationships, physical, psychological and emotional development, identity, freedom of expression, privacy and agency to form their own views and have them heard. In essence, the best interests of the child are whatever is best for that individual child.
Child Safeguarding	Our individual and collective responsibility to prevent and respond to any form of abuse, exploitation, neglect, harm or modern slavery committed by SCI Representatives, against any child who we interact with through

	programme implementation and operations, work with through partners and/or management of personal data. Child safeguarding specifically focuses on taking reasonable steps to prevent foreseeable harm in our work, with a child-centred, participative approach that engages children, families, communities, and partners.
Child	Everyone under the age of 18.
Child Abuse	Anything, which individuals, institutions or processes do or fail to do which directly or indirectly harms children or damages their prospect of a safe and healthy development into adulthood. Examples: hitting a child or using a physical punishment; doing things for children of a personal nature that they can do for themselves. Do not behave in a manner which is sexually provocative. Do not sleep in the same bed or same room as a child with whom you are working.
Contextual safeguarding	The process of assessing factors that allow abuse, exploitation, neglect and harm to happen—such as the power dynamics and characteristics of those involved—and giving recommendations to prevent it and improve safety.
Digital Safeguarding	Information systems and communication technologies, including the internet, social networking sites and digital imagery. Example: Do not post any images of programme participants on personal social media without the proper SCI approval.
Emotional Abuse	Doing harm to a person's emotional, intellectual, mental or psychological wellbeing. This may occur as an isolated event or on an ongoing basis. It involves attempts to frighten, control, or isolate someone. Examples: humiliating or degrading treatment (for example bad name calling, threats, yelling / screaming / cursing, teasing, constant criticism, belittling, persistent shaming), rejecting, ignoring, confining or threatening behaviour as well as racist, homophobic, or sexist statements.
Exploitation and Child Labour	Child exploitation is an umbrella term used to describe the abuse of children who are forced, tricked, coerced or trafficked into exploitative activities. For Save the Children child exploitation includes modern slavery and trafficking of children and children forced or recruited into armed conflict. Child Labour is work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It is work that: o is mentally, physically, socially or morally dangerous and harmful to children; and o interferes with their schooling by: ▪ depriving them of the opportunity to attend school; ▪ obliging them to leave school prematurely; or ▪ requiring them to attempt to combine school attendance with excessively long and heavy work. If a young person, under the age of 18 is part of an apprenticeship scheme within the statutory law of the country and does not meet any of the above, this would not be considered by SCI as child labour. However, any contractor or sub-contractor must inform SCI of the name of any apprentice who will be directly involved with our work. Example: It is not acceptable for any SCI representative to engage anyone under the age of 18 to work as domestic labour in their place of work or at

	home. It is not acceptable for Save the Children to engage anyone under the age of 18 to undertake any work which may be considered harmful. Sexual Exploitation is when someone takes advantage of another person's vulnerability, trust, or lower power for sexual purposes. This can include gaining money, social benefits, or political advantages from the sexual exploitation of another. Sexual Exploitation can happen anywhere, in person and online. Grooming is often a component of sexual exploitation. This definition incudes human trafficking and modern slavery. Examples: Exploiting your position of trust with SCI to enter a new sexual relationship with a member of the program community; Exchange of money, employment, goods, or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour. This includes exchange of assistance that is due to beneficiaries. Any sexual relationship between those providing humanitarian assistance and protection and a person benefitting from such humanitarian assistance and protection that involves improper use of rank or position. **Child sexual exploitation** is a form of child sexual abuse. It occurs when an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child into sexual activity; (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur with the use of technology. Within Save the Children child sexual abuse and exploitation also includes child early and forced marriage. **Bonded labour or debt bondage** is when a person's work is the security for a debt – effectively the person is on 'a long lease' which they cannot end and so cannot leave their 'employer'. Often the conditions of employment can be such that the labourer can't pay off their debt and is stuck for life, because of low wages, deductions for food and lodging, and high interest rates. **Other forms of forced labour** such as when passports are confiscated or a worker is 'kept in captivity' as a domestic servant. **Marital and sexual slavery** including forced marriage, purchasing women for marriage, forced prostitution, or other sexual exploitation of individuals through use or threat of force or penalty. **Serfdom** is when a person must live and work for another on the other's land.
Forced or compulsory labour	Work or services compelled under threat of penalty and which the person has not offered themselves voluntarily, including children.
Fraternisation	Any business or workplace relationship that involves — or appears to involve — partiality, preferential treatment or misuse of power or position including but not limited to voluntary sexual or intimate behaviour, whether public or private.

	Examples: sexual behaviour, misusing role status to form a close and emotional relationship or taking advantage of power inequities for her/his own gain.
Grooming	The behaviours or actions used to establish emotional relationships with those in positions of less or inequitable power, with the intention or potential of manipulating these relationships into sexualised dynamics in the future. Example: behaviour which can be open to interpretation for example inviting children we interact with into your home or sharing personal contact details.
Harassment and sexual harassment	Unwanted or uninvited behaviour — whether verbal, physical, or visual - related to a person's sex, gender, marital status, sexual orientation, race (including colour, nationality, or ethnic/national origin), religion or belief, age, or disability, or is of a sexual nature, that has the purpose or effect of violating a person's dignity or creating an environment that is intimidating, hostile, degrading, humiliating, or offensive. This behaviour may occur as a one-off incident or repeatedly. This conduct may or may not be criminal, and it may or may not be direct physical touching. **Sexual harassment** includes unwanted sexual advances, requests for sexual favours, or other verbal or physical behaviour of a sexual nature.
Human Trafficking	Arranging or facilitating the travel of another person with a view to their exploitation.
Informed assent	When a child agrees to something (for example, sharing their story with communications colleagues) after receiving age-appropriate, understandable information about the purpose, risks, benefits, and potential use of their story, image, views, or information. Although a child may not have the legal capacity to give full consent, their informed agreement is essential and should be based on a clear understanding appropriate to their age and level of development. Informed assent from a child must be accompanied by informed consent from a caregiver, which includes signing a consent form. Children have a right not to assent even if their caregiver has already provided informed consent.
Informed consent	A person agrees to something freely and willingly (including sharing their story or image, personal data, taking part in a survey or research project, etc.) after fully understanding what it involves. This includes knowing the risks, benefits, and any potential consequences of taking part, which should be communicated to them in a language and format they understand. It also includes the person having the time, space and ability to ask questions and decide to participate or not without pressure or coercion (including perceived coercion – for example, the perception that support from Save the Children will be withdrawn if they do not consent to giving an interview) and being made aware they can withdraw their consent at any time. The person asked to provide informed consent (whether for themselves or on behalf of a child) must have the capacity to understand the information given to them, so that they can use it to make an informed decision. They must also provide their informed consent in writing (children may sign for themselves, but their caregiver must also provide a signature, thumbprint, to make it legally binding).
Intersectionality	Refers to the complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine,

	overlap, or intersect especially in the experiences of marginalised individuals or groups.
Neglect and Negligent treatment	Failing to prevent harm; failing to ensure adequate supervision of children or activities; failing to ensure access to appropriate medical care or treatment or providing inappropriate medical treatment (example administering medication when not authorized); or failing to provide a safe physical environment (example exposure to violence, unsafe programming location, releasing a child to an unauthorised adult, access to weapons or harmful objects, failing to child-proof a space that children will occupy). It can also be SCI representative failing to apply minimum requirements as set out in mandatory procedures. Neglect includes but is not limited to failing to provide adequate food, sufficient or seasonally appropriate clothing and /or shelter. Neglect can also involve failing to ensure a child receives appropriate health or dental care and/or a suitable education. Neglect often occurs alongside other types of abuse.
Physical Abuse	The deliberate use of physical force that causes harm or risk of harm. This may include hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, striking with objects and restrained. Physical harm can also be caused when a caregiver fabricates the symptoms of, or deliberately induces, illness or temporary, permanent injury or disability of a child.
Power	Abuse, exploitation, neglect and harm, especially SEAH incidents are driven by power imbalances and inequality, particularly gender inequality, and all require action.
PSEAH	Protection from Sexual Exploitation, Abuse and Harassment of affected populations by staff or associated personnel. The term derives from the United Nations Secretary General's Bulletin on Special Measures for Protection from Sexual Exploitation and Abuse (ST/SGB/2003/13). Protection includes both Prevention and Response.
Servitude	The obligation to provide services is imposed by the use of coercion.
Sex worker	Any person over 18 years of age who receives money, goods or services in exchange for sexual or sexualised acts, and who define those activities as income-generating, even if they do not identify as sex workers or as exploited.
Sexual Abuse	Any threatened or actual physical intrusion of a sexual or sexualised nature, by force, pressure or an imbalance of power, including inappropriate touching, sexual assault and rape. It may also include, not limited to, unwanted and/or uninvited exposure to pornography, the sharing or demand of images or sexualised photographs. Sexual abuse can happen anywhere, in person or online. Child sexual abuse is forcing or enticing a child to take part in sexual activities, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. It doesn't necessarily involve violence, and the child may not be aware that what is happening is abuse. Child Sexual Exploitation is a type of child sexual abuse, in which a child may be groomed into exploitative situations and relationships – for

	example, children may be given gifts, money, drugs, status or affection, online or in person, in exchange for sexual activities. Child sexual abuse can involve contact abuse and non-contact abuse. Contact abuse happens when the abuser makes physical contact with the child, and non-contact abuse involves non-touching activities, such as involving children in looking at, or in the production of sexual images, watching sexual acts, encouraging or forcing children to behave in sexually inappropriate ways and can happen online or in-person. Sharing Child Sexual Abuse Material (CSAM), including artificially generated (AI) CSAM, is a criminal offence under UK law—even if the intent is to report the concern. SCI Representatives must not share CSAM with anyone under any circumstances. All concerns must be reported through an official SCI reporting channel. Examples: encouraging or forcing a child to watch or hear sexual acts, or making a child masturbate while others watch. **Sexual activity** with children regardless of the age of majority or age of consent locally. Mistaken belief regarding the age of a child is not a defence. Child sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.
Sexual favours	Any sexual or sexualised acts, in exchange for something such as, but not limited to, money, goods, services, opportunities.
Slavery	Exercising powers of ownership over a person. Examples: **Chattel slavery** in which one person owns another person. **Child slavery** which is the transfer of a young person (under 18) to another person so that the young person can be exploited.
Subject of Concern (SOC)	The person/s against whom a complaint has been received, in essence the person who has allegedly committed the act or failed to act in a way that caused harm or risk of harm.
Survivor	A person who has experienced, or is experiencing abuse, exploitation, neglect or harm in relation to their involvement with SCI or its Representatives. Whilst SCI uses the term survivor, the individual themselves must be able to choose how they would like to be referred to.

SECTION 4: RELATED DOCUMENTS

1	SCI Safeguarding Procedure
2	SCI Code of Conduct
3	SCI Anti-Bullying, Intimidation and Harassment Policy
4	SCI Whistleblowing Policy and Procedure
5	SCI Safeguarding and Counter Fraud Risk Assessment and Risk Directory
6	SCI Case Management and Investigation Procedure
7	SCI Ethics Suite
9	SCA Risk Framework
10	SCI Supplier Sustainability Policy