

Hempel Foundation Safeguarding Standard

Version 2021

Our Commitment to safeguarding

The Hempel Foundation works in strategic partnerships with highly specialised organisations within the thematic areas of Education and Biodiversity. All partnership collaboration is based on the mission to achieve transformational change within the Sustainable Development Goals. Central to our mission is our respect for the safety, wellbeing and rights of the communities we seek to serve. The purpose of this standard is to protect people, in particular children and at risk adults, from any harm that may be caused due to their coming into contact with a Hempel Foundation funded programme.

How we define safeguarding

Safeguarding of vulnerable individuals means protecting the health, well-being and rights of individuals by taking all reasonable steps to prevent harm, particularly sexual exploitation, abuse and harassment from occurring; and to respond appropriately if harm does occur.

All Hempel Foundation partnerships and activities are based on the belief that everyone we come into contact with, regardless of age, gender identity, disability, sexual orientation or ethnic origin has the right to be protected from all forms of harm. It draws from our core values and principles and pays specific attention to preventing and responding to harm from any abuse of power, trust, or vulnerability, especially for sexual purposes.

Scope of our Safeguarding Standard

The Safeguarding Standard applies to all Hempel Foundation staff, consultants and volunteers. If a partner organisation experiences a Hempel Foundation staff member violating the Safeguarding Standard, the organisation is encouraged to immediately report to Executive Director Anders Holm. The reporting can also be made either anonymously or non-anonymously to the [Hempel Foundation Whistle-blower system](#) that can be found on our website.

The Safeguarding Standard also applies consistently across all our partnerships, including partners' staff, consultants and volunteers, as well as sub-implementing partners. The standard requires partners to proactively identify and prevent all risks of harm, exploitation and abuse and having mature, accountable and transparent systems for response and reporting when risks materialise.

Safeguarding principles for partnership collaboration

The Hempel Foundation expects all partners to share the foundation's commitment to safeguarding of children and vulnerable individuals. Partners are expected to have a safeguarding policy and to actively contribute to creating and maintaining an environment that prevents safeguarding violations. When signing a Partnership Agreement with the Hempel Foundation, the partner commits to adhere to the Hempel Foundation's minimum standards for safeguarding of children and vulnerable individuals.

Minimum standards

Partners are required to:

- ✓ Have an official, public organization-wide safeguarding policy with basic safeguarding principles incl. prohibiting:
 - engagement in sexual activity with anyone under the age of 18; Sexually abusing or exploiting children; Subjecting children to physical, emotional or psychological abuse, or neglect; and Engaging in any commercially exploitative activities with children including child labour or trafficking; and prohibits
 - sexual abuse or exploitation of adults; subjecting adults to physical, emotional, or psychological abuse, or neglect; and prohibits
 - exchange of money, employment, goods or services for sexual activity; and engaging in any sexual relationships with beneficiaries of assistance, since they are based on inherently unequal power dynamics
- ✓ Have organizational practices in place to ensure compliance with the organisation safeguarding policy incl.:
 - stringent safeguarding procedures when recruiting, managing and deploying staff and associated personnel
 - established safeguarding violations reporting channels and safeguarding-report handling mechanisms incl. investigation and procedures for handling safeguarding violations
- ✓ Ensure all staff have access to, are familiar with, and know their responsibilities within the organisation safeguarding policy; as well as ensure all staff receive training on safeguarding at a level appropriate with their role in the organisation
- ✓ Design and undertake all Hempel Foundation funded projects in a way that protects people from any risk of harm that may arise from their coming into contact with the project
- ✓ Ensure that the organisation safeguarding policy is shared with and applies to any sub-implementing partner, supplier and/or contractor on a Hempel Foundation funded project
- ✓ Report any safeguarding violations, incl. by partner staff or associated personnel, related to a Hempel Foundation funded project to the Hempel Foundation without delay

Hempel Foundation partners' safeguarding checklist:

When partnering with the Hempel Foundation

- Confirm compliance with the Hempel Foundation's Safeguarding Standard upon signature of the Partnership Agreement
- Reflect your safeguarding approaches and mechanisms in the Project Proposal



When implementing a Hempel Foundation funded project

- Ensure continuous compliance with Hempel Foundation's Safeguarding Standard
- Keep the Hempel Foundation updated on safeguarding approaches and mechanisms at Steering Group Meetings
- Report any safeguarding violations to the Hempel Foundation without delay