



BURHANI
ENGINEERS LTD.

**CHILD PROTECTION AND VULNERABLE ADULTS
LABOUR POLICY**

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1.0	8 th /January/2024	Governance Committee	Ethic-Ally (Renu Jha)	CEO	No Changes

CHILD PROTECTION AND VULNERABLE ADULTS LABOUR POLICY

POLICY STATEMENT

Burhani wants to restore dignity and revive hope to people from all walks of life. We are concerned with individuals and their circumstances and actively encourage an inclusive environment.

We seek to ensure that all our team members are aware of what is required from them under the child protection policy and make sure that it is practiced at all times.

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It is the responsibility of each one of us to prevent the physical, sexual or emotional abuse and neglect of vulnerable adults and children.

We commit ourselves to co-operate fully with the appropriate statutory services when they are conducting official investigation into physical, emotional or sexual abuse and neglect of vulnerable adults, children or young people (by an adult or young person).

This statement is to be brought to the attention of all staff and volunteers when they join, as part of their induction programme. Any amendments will be brought to the attention of all team leaders to be cascaded throughout the staff and volunteer teams.

DEFINITIONS

a) **Vulnerable adult:**

A person who is or may need community care services by reason of mental or other disability, age or illness; and who is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation.

Vulnerable Adults are entitled to: privacy; be treated with dignity; lead an independent life and to be enabled to do so; be able to choose how they lead their lives; the protection of the law; have their rights upheld regardless of ethnic origin, gender, sexuality, impairment or disability, age, religion or cultural background.

b) **Child:**

Describes a child aged 0-18 years old.

c) **Safeguarding:**

A term which relates to actions taken to promote the wellbeing of children and vulnerable adults and protect them from harm. Safeguarding is everyone's responsibility.

Safeguarding applies if a child or a vulnerable adult is experiencing or at risk of abuse and neglect. A safeguarding concern could include if a staff member, student or UWE process presents a risk to children or vulnerable adults.

d) Care and support needs:

Where because of mental or physical illness, physical or intellectual disability or frailty, practical support, also known as social care services, is needed. This support might be living in a nursing or residential home, living in a supported living placement, receiving help in their own home to carry out personal care or daily living tasks, or help to access the community.

e) Abuse or neglect: Could include:

Physical: causing non-accidental injury or trauma, over-medication, unnecessary restraint, careless manual handling, Female Genital Mutilation (FGM).

Sexual: any sexual act towards a child or any sexual act that an adult didn't consent to or couldn't understand. This includes non-contact sexual abuse, such as exposing to pornography, encouraging to watch or hear sexual acts, not taking proper measures to prevent exposure to sexual activities by others, grooming, exploitation, persuading to perform sexual acts over the internet and 'flashing'.

Psychological or emotional: threats, intimidation, undermining, insulting, harassment, bullying, denying opportunity, over-protection, witnessing domestic violence

Financial: theft, borrowing money and not repaying it, obtaining money by deception, misappropriating benefits, putting on pressure about wills, cash, property, possessions.

Neglect: ignoring/not identifying medical, physical or emotional needs, not providing access to care, not providing adequate supervision, withholding essentials such as medication, food, water and heating

Discriminatory: all forms of harassment and unequal treatment based on age, disability, gender reassignment, ethnicity, pregnancy and maternity, race, religion and belief, sex or sexual orientation.

Institutional: repeated poor care and treatment of vulnerable adults, and unsatisfactory professional practice. Modern slavery: slavery, human trafficking, forced labour and domestic servitude.

Abuse and neglect may not always be intentional but always requires a response. The company will not tolerate the use of child or forced labour, nor exploitation of children in any of its global operations and facilities.

Will not employ children that falls into the definition as stipulated by above applicable laws, notwithstanding any national law or local regulation;

Will comply with all other applicable child labour laws, including those related to wages, hours worked, overtime and working conditions;

Is against all forms of exploitation of children. The company does not provide employment to children before they have reached the legal age to have completed their compulsory education, as defined by the relevant authorities;

Expects its business partners and associates to have and uphold similar standards and abide by country-governing laws in countries wherein they operate. Should violation of these Principles become known to Burhani and not be remediated, we will take serious action, including discontinuation of the business relationship;

It is the responsibility of local management and Human Resource Department to implement and ensure compliance with this policy at all Burhani operations and facilities.

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