

# Village Enterprise

## Safeguarding Policy

### Safeguarding Processes

Village Enterprise continues to make safeguarding a strategic organizational priority. Our four pillars of safeguarding: Employee Code of Conduct, Sexual Harassment policy, Child Safeguarding policy, and Whistleblowing policy are ingrained in our organizational culture and values. These policies are supported by a strong grievance handling process and well-defined program participant feedback and reporting channels.

We continue to strengthen our safeguarding strategies and activities. The following are steps we are currently taking to mitigate the risk of safeguarding violations.

1. Regular training and awareness sessions are held with all staff around safeguarding, including employee accountability and reporting structures.
2. Safeguarding responsibilities are part of the job description for each role at Village Enterprise. An evaluation of safeguarding related duties is conducted in conjunction with employee performance reviews.
3. Program participant training and awareness around Village Enterprise safeguarding policies is part of our training curriculum and direct program implementation. Safeguarding stickers with information on reporting violations (including dedicated phone numbers and email channels) are distributed to all entrepreneurs, with spot checks conducted by our field associates at the business savings group level.
4. Regular safeguarding spot-checks are also conducted by the human resources coordinators in different locations/villages to verify levels of safeguarding awareness, as well as ensure that the safeguarding stickers are with each entrepreneur.
5. The template used for drafting business savings group constitutions has been amended to clearly prohibit Village Enterprise employees from participating in or borrowing from the business savings groups.
6. Internal Staff Savings Schemes (savings groups for Village Enterprise employees) were formed to provide an alternative to borrowing from participant business savings groups.
7. All new staff members receive a comprehensive overview and sign copies of our safeguarding policies before joining the organization.
8. Safeguarding information and reporting mechanisms are printed on business savings group savings passbooks.
9. We maintain an annual safeguarding training calendar and create a safeguarding training budget each year.

At Village Enterprise we are actively engaging in discussions around safeguarding and asking the right questions in order to better understand the complexities of safeguarding. We have seen



increased transparency and openness about safeguarding issues and risks at all levels of the organization. The unifying thread which ties all of these activities together is an enduring commitment among our management team to a culture of safeguarding and transparency as we continue to learn from the people that we serve.

