



Safeguarding

Commitment

- The Group does not tolerate any form of abuse or exploitation. We are committed to acting ethically and with integrity to safeguard staff, the people we serve in general, and children and adults at risk of harm in particular.
- The principles of good standards of behaviour and respect are embedded in the Group's values of Progress, Respect, Integrity, Drive and Excellence (PRIDE). This policy and other Group policies form our overall framework for safeguarding staff and the communities we serve.
- We have put in place and enforce measures and controls that demonstrate our commitment to see that abuse and exploitation are not taking place in our projects. We are committed to obey the law of the countries we work in and undertake to refer concerns about potentially criminal behaviour to the relevant authorities and to our clients.

Responsibility

- The Group chairman is responsible for the effective implementation and maintenance of this policy.
- The Group business management systems and risk director is responsible for implementing this policy, monitoring its use and effectiveness, and for auditing the control systems embedded in our business management systems.
- The Group safeguarding lead is responsible for providing staff with support in knowing how to recognise and respond to potential concerns.
- General managers are responsible for their teams meeting our safeguarding standards day-to-day and for monitoring compliance.
- Project principals are responsible for incorporating safeguarding standards in projects.
- All staff and sub-contractors working with children and adults at risk of harm are responsible for meeting standards and reporting breaches and concerns.

Approach

- The Group chairman is responsible for the effective implementation and maintenance of this policy.
- We are committed to all staff and sub-contractors acting in compliance with the principles of safeguarding within this policy and as laid out in the UN Convention on the Rights of the Child.
- We seek to build safe working environments through our recruitment, selection and vetting processes, including background checks, disclosure statements and referees.
- For staff working with children and adults at risk, safeguarding is mandatory. All contact with people at risk, including interaction through social media, must meet the standards outlined in this policy. Each year these colleagues are required to review and sign this Safeguarding policy, as are our sub-contractors.
- We encourage staff, sub-contractors and beneficiary populations to raise concerns without fear of reprisal, either through line managers or by using 'Speak Up', our confidential reporting service independently managed for us by Expolink.
- We investigate all reports with independent teams that are committed to maintaining confidentiality of reports. We seek to take swift action to support and protect children and adults at risk where concerns arise regarding possible abuse or exploitation.
- This policy and how to access our confidential reporting service 'Speak Up' are available on our external website (mottmac.com/safeguarding), intranet, and in all our offices.

A handwritten signature in black ink that reads 'K. S. Howells'.

Keith Howells
Chairman