

## **CHILD PROTECTION POLICY**

### **1. Policy Statement**

Learnet Skills Limited (“**Learnet**” or “**the Company**”) believes that every child has a right to a happy, healthy and creative childhood and affirms its commitment and responsibilities towards safeguarding children and to protect them from all kinds of harm and abuse.

### **2. Purpose**

This Policy outlines Learnet’s commitment towards safeguarding children, their care, protection and to establish a standard code of conduct and standard procedures for all employees, consultants, trainees, vendors, etc. (hereinafter referred to as “**Stakeholders**”) of Learnet.

### **3. Scope**

This Policy applies to all Stakeholders of Learnet.

### **4. Code of conduct**

#### **(i) Learnet stakeholders must:**

- Respect the privacy and dignity of every child.
- Make proactive efforts for ensuring safety of children by identifying and managing risks periodically in all spaces accessed by children.
- Be conscious of and sensitive towards making appropriate arrangements for the special needs of children, particularly physically and mentally challenged children.
- Be sensitive towards children’s age, sex, ethnicity, background, sexuality, religion, etc.
- Create / enable an environment where children are respected and encouraged
- Be sensitive to the issues of gender and socio-cultural issues.
- NOT abuse any child in any manner whatsoever and put the child at the risk of harm.
- Pass on gifts to children other than as part of specific programs designed.

**(ii) Responsibilities**

Learnet stakeholder are required to create awareness, ensure prevention and suitably report any kind of child abuse so as to ensure overall protection of child.

**5. Reporting of Violations**

- (i) All Stakeholders are encouraged to raise concerns about any issue or suspicion of non-compliance or violation of this Policy to the Legal/ HR Department.
- (ii) Learnet aims to encourage genuine reporting of non-compliance and will support anyone who raises concerns in good faith under this Policy.
- (iii) Learnet will investigate all allegations relating to child abuse and take legal or disciplinary action as may be deemed appropriate within utmost confidentiality. Learnet would strongly recommend any reporting of alleged violation and the same can be made anonymously as well.

**6. Communication:**

A copy of this Policy is available on Learnet's website- <https://www.learnetskills.com/>.