

This policy will apply to activities and operations of CBM Australia at all times.

This policy outlines CBM Australia's commitment to protect children from abuse of all kinds.

CBM Australia believes that childhood should be spent in a protective environment that enables children to flourish and achieve their full potential.

CBM Australia is committed to the safety and well being of all children who may come in contact with CBM and its personnel.

Any form of child abuse and/or exploitation is unacceptable and will not be tolerated.

How does CBM Australia meet this commitment to child safeguarding?

CBM Australia endorses the United Nations Convention on the Rights of the Child, seeks to always act in the best interests of the child, and seeks the views and participation of children in the design and delivery of initiatives that affect them.

CBM Australia has in place child safeguarding policy, standards and procedures requiring proactive protection of the rights of children. These safeguarding measures are extended to CBM partners (and sub-partners) through project contracts and memoranda and compliance is regularly monitored.

Through these documents CBM Australia:

- fulfils requirements as a recipient of Department of Foreign Affairs and Trade (DFAT) Australian Aid funding;
- fulfils requirements as a signatory to the Australian Council for International Development (ACFID) Code of Conduct; and
- adheres to all relevant legislation and regulation in Australia and in foreign countries regarding child exploitation and child protection.

CBM Australia staff and volunteers build and maintain a protective environment for children, both in Australia and internationally, by adhering to and promoting standards and procedures on child protection. These include recruitment screening, a safeguarding code of conduct, staff training, child friendly complaints handling procedures and safeguarding children's privacy and dignity in fundraising. CBM Australia will not allow a person to work with children if they pose any risk. CBM Australia employment contracts provide grounds for dismissing an employee following investigation.

The risks associated with child safeguarding are covered under CBM Australia's Risk Management Framework, and are monitored and evaluated in line with that system to mitigate the risk of harm to children.

The Board and management of CBM Australia are fully committed to the principles of this policy. Any breach of strategic significance or any material risk associated with this policy will be investigated and reported to the Board in a timely manner.