

SHIFA Foundation Policy on Protection Against Sexual Exploitation and Abuse (PSEA) for Vendor

1. **Zero Tolerance Policy:** The Vendor agrees to adopt a zero-tolerance policy of Shifa Foundation towards sexual exploitation and abuse. This includes any form of exploitation or abuse perpetrated by employees, subcontractors, or any individuals associated with the Vendor.
2. **Training and Awareness:** The Vendor shall ensure that all personnel involved in the performance of services under this agreement receive adequate training on the prevention of sexual exploitation and abuse. This training shall cover awareness of signs of exploitation and abuse, reporting procedures, and appropriate behaviour. These mechanisms shall allow for confidential and safe reporting channels.
3. **Investigation and Response:** Upon receiving a report of sexual exploitation or abuse, the Vendor shall promptly initiate an investigation in accordance with established procedures. The Vendor agrees to cooperate fully with any investigations conducted by the Client or relevant authorities and to take appropriate disciplinary action against perpetrators if allegations are substantiated.
4. **Victim Support:** The Vendor shall ensure that appropriate support services are made available to victims of sexual exploitation and abuse. This may include access to counselling, medical care, legal assistance, and other necessary support services.
5. **Monitoring and Compliance:** The Vendor agrees to allow the Client or its representatives to conduct monitoring visits or audits to assess compliance with this clause. The Vendor shall provide full cooperation and access to relevant documentation during such visits.
6. **Non-Retaliation:** The Vendor shall not retaliate against any individual who reports incidents or suspicions of sexual exploitation and abuse in good faith. Retaliation against whistleblowers is strictly prohibited and may result in termination of the agreement.
7. **Notification Requirement:** The Vendor shall promptly notify the Client of any incidents or allegations of sexual exploitation and abuse related to the services provided under this agreement.
8. **Termination:** Failure to comply with the requirements outlined in this clause shall constitute a material breach of the agreement, giving the Client the right to terminate the contract without penalty.

Name of Company:_____**Signature by:**_____**Date:**_____