

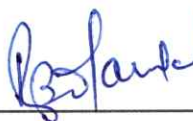
Child Protection Policy

Ver.3 dated 19th August,2026

Disclaimer: This policy has been developed and is being practiced by Indian Grameen Services (IGS) as part of its commitment to strengthening organizational governance, transparency, accountability, and responsible practices.

Approved by Board of Directors, Indian Grameen Services on 19th August 2026

Signature: _____



Name: Radheshyam Solanki

Designation: Chief Executive Officer

INDIAN GRAMEEN SERVICES

Head Office: 3rd Floor, Surabhi Arcade, Bank Street, Koti-Hyderabad- 500001, Telangana

Reg. Office: F-5, Kailash Colony, Part-1, New Delhi-110048

Website: www.igsindia.org.in

IGS CIN No- U85320DL1987NPL027141

Indian Grameen Services is a national-level Registered Non-Profit Organization (RNPO) with over four decades of journey as a development catalyst, established in 1987 under Section 8 of the Companies Act, 2013. We are committed to address complex challenges in India, by design and implementing innovative, demand-driven, impact-oriented, and cost-effective Livelihood solutions. Its work is primarily focused on resource-deficient marginalized communities, vulnerable and poverty-affected geographies, in Central, Eastern, and North-Eastern India. IGS contributes to the broader goal of promoting sustainable livelihoods, with a strong emphasis on improving the wellbeing of rural and peri-urban communities, including women and marginalized populations.

The purpose of this policy is to create awareness on Child Protection and how to prevent and report child abuse by any stakeholders of IGS. IGS will make necessary arrangements to prevent or minimise any harm to children who come in contact with the organisation and will take measures to respond to any concern raised within the organisation or its programmes as outlined in the policy.

Definition

Child: In accordance to the definition used by the United Nations Convention on the Rights of the Child (UNCRC) and the Protection of Children from Sexual Offences Act 2012 (CRPC), IGS defines anyone under the age of 18 as a child. IGS assumes responsibility for any child in their care.

Child Protection means and includes:

- Protecting a child from any perceived risk or danger to their life, their personhood, and their childhood.
- Reducing their vulnerability to harmful situations and protecting them against social, psychological, and emotional insecurity and distress.
- Ensuring that no child falls out of the social security and safety net and those who do, receive necessary care and protection to be brought back into the safety net.
- Believing that a child is entitled to express her/his opinion and can take decisions for herself/himself and acting accordingly.

Values and Commitment to Child Protection

Indian Grameen Services affirms its belief in the rights of all children as set out in the UN Convention of the Rights of the Child 1989 to be protected from all forms of abuse, neglect, exploitation and violence. We recognise that all institutions, initiatives and programs coming into contact with children have a fundamental and inalienable duty of care, concern and protection towards them. Thereby, it is also committed to preventing and addressing August all kinds of abuses and exploitation of children.

Hence,

- IGS is committed to actively preventing child abuse
- IGS strives to create, develop and nurture a culture where all children are safe and protected
- IGS strives to ensure that individuals who abuse children are not involved in any way in its operations.
- IGS takes exemplary stringent measures against any Associate who commits child abuse.

5-1864, 685 & 679,
III Floor,
Surabhi Arcade,
Bank Street,
Troop Bazar, Kott,
HYD-500001

Code of Conduct

All staff, interns, volunteers, consultants, and visitors shall:

- Establish an atmosphere conducive to the development of children through their word, deed, and demeanour. This includes listening to children and showing respect to them;
- Respect the local cultural context and behave in an appropriate manner with children in communities;
- Empower children- discuss with them their rights, what is acceptable and unacceptable, and what they can do if there is a problem;
- Talk to children about their contact with staff or others and encourage them to raise any concerns;
- Not allow project children to visit the homes of any staff, intern, etc. unless it is precipitated by a severe threat to the safety of the child;
- Not have the project children stay overnight in the home of IGS personnel at any time;
- Not employ children as domestic workers in their homes. Should not take services provided by child labour or any activity/action that leads to child labour;
- Prevent marriages of their children before the legal age of marriage;
- Not engage in any form of corporal punishment of children;
- Not spend time alone, in a personal capacity, with a project child or children. There should always be another adult who would be able to see the interaction;
- Not touch private parts of the body, or any touch in such a way that would make a child uncomfortable;
- Never hit, otherwise physically assault, or physically abuse children;
- Never develop physical/sexual relationships with children or any such relationships, which could be deemed exploitative or abusive;
- Not use language, make suggestions, or offer advice, which is inappropriate, offensive, or abusive to children;
- Not act in ways intended to shame, humiliate, belittle or degrade children, or otherwise perpetrate any form of emotional abuse;
- Not discriminate against or favour a particular child to the exclusion of others;
- No staff will document/ take picture/video of children, which shows the child in distress and undignified condition. Also, staff will ensure proper consent from the child's parents while doing so.

This is not an exhaustive or exclusive list. The principle is that staff should avoid actions or behaviour, which may constitute poor practice or potentially abusive behaviour.

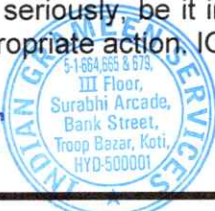
Reporting or Breach of Policy

IGS responds to child abuse concerns keeping the following principles in mind:

- Safety and security of the child is paramount. Hence, IGS will ensure all necessary steps are taken.
- All further steps to address the child abuse concerns would be in the best interest of the child.
- All investigations into suspected or actual child abuse cases would be strictly confidential and, on a need-to-know basis.
- A person thought but not yet proven to be responsible for the actions that are the subject of the concern, incident or complaint that is being reported will be referred to as the Alleged Perpetrator.
- All Associates have a fundamental and inalienable Duty of Care towards children.

IGS takes all concerns raised seriously, be it in IGS, community development programs, or other initiatives, and takes appropriate action. IGS has defined clear reporting and responding

[Signature]



procedures, internal communication lines, and the roles and responsibilities of all people involved. Reporting child protection concerns is not easy, but it is vitally important that everyone understands the need to do so as soon as an incident occurs or a concern comes to light, especially if it involves a staff member, volunteer, or Associate of IGS. If any staff member is aware of or suspects any child abuse issue in the institution, he /she is duty-bound to report it to the appropriate authority. As it is a mandatory requirement, failure to do so will result in disciplinary action. Staff members should speak up on any case of abusive behaviour to the appropriate authorities, without gossip mongering or indulging in behaviour that could adversely affect the dignity, character or reputation of the persons concerned.

IGS ensures that there is always a response, regardless of whether the abuse committed is considered large or small. By responding, we guarantee that a transparent and fair procedure is followed, so that nobody is falsely convicted and the rights of everyone involved are protected. As prescribed by law, the institutions, programs or other initiatives of the IGS will fully cooperate with legal authorities in case of any allegation of child abuse against anyone working in the institutions and will support any ensuing investigation by any recognised authority.

The organization should establish a formal mechanism for communication, dissemination, and acknowledgment of the Child protection policy, including mandatory acknowledgment by all staff, interns, volunteers, consultants, and relevant external stakeholders. A designated Child Protection Officer (CPO) should be formally appointed, with clearly defined roles and responsibilities for implementation, reporting, and response to child protection and POCSO-related concerns.

The organization shall incorporate the suggested measures to further strengthen the existing Child Protection Policy framework.

IGS would like to highlight that the organization does not work with children as a primary target group under its programs. However, as a value-based and community-oriented organization, IGS remains committed to upholding child protection principles and ensuring a safe, respectful, and ethical environment across all its interventions and stakeholder engagements.

The organization shall work towards establishing a more formal mechanism for communication, dissemination, and acknowledgment of the Child Protection Policy among staff, interns, volunteers, consultants, and relevant stakeholders. Further, IGS shall designate an appropriate focal person/Child Protection Officer (CPO).

[Handwritten signature]