

MMV CHILD PROTECTION POLICY

1. Purpose

The purpose of this Policy is to create awareness about the need to protect children from the risk of exploitation, violence and abuse and to set up a mechanism through which Medicines for Malaria Venture (MMV) will handle reports of activities that are against the principles set out in this Policy.

The definition of abuse commonly used by the World Health Organization shall be adopted for the purpose of this Policy:

“Child maltreatment, sometimes referred to as child abuse and neglect, includes all forms of physical and emotional ill-treatment, sexual abuse, neglect, and exploitation that result in actual or potential harm to the child’s health, development or dignity.”

The risk of child abuse is identified in MMV’s Operational Risk Register and regularly assessed, per MMV’s Risk Management Policy.

2. Definitions

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| a. | ELT | Shall mean the Executive Leadership Team of MMV. |
| b. | Human Resources | Shall mean the department at MMV responsible for the administration of Staff Members. |
| c. | Staff Member | Shall mean a person working under an employment contract with MMV. |
| d. | MMV’s Partner | Shall mean an entity working under an agreement with MMV. |

3. Scope

This MMV Child Protection Policy applies to all Staff Members in relation to the conduct of their MMV activities. Staff Members working on an MMV activity in the field (malaria-endemic countries) are subject to the Child Protection Policy and Code of Conduct at all times

MMV’s Partners shall also be provided with a copy of this Policy and shall ensure that their employees comply with principles no less stringent than those contained in this Policy.

4. Guiding Principles

This Child Protection Policy is MMV's commitment to protect children from exploitation, violence and abuse.

This Policy is based on the following guiding principles:

4.1 Zero Tolerance of Child Exploitation and Abuse

MMV does not tolerate any form of child exploitation, violence and abuse. MMV will ensure that all Staff Members are made aware of, and comply with, this Policy. Non-compliance with this Policy will trigger sanctions.

MMV reserves the right to suspend or terminate an agreement with any of MMV's Partners if such Partners fail to take appropriate steps to manage and resolve allegations of child exploitation, violence and abuse.

4.2 Recruitment Screening Process for Staff Members in Direct Contact With Children

MMV's internal recruitment process for Staff Members working with children or in contact with children shall include stringent screening measures by Human Resources. These will include:

- Criminal record checks before engagement (checks will be conducted for each country in which the individual has lived for 12 months or longer over the last five years, and for the individual's country of citizenship);
- Verbal referee checks;
- Interviews that incorporate behavioural-based interview questions.

4.3 Code of Conduct

All Staff Members shall abide, at minimum, to the Code of Conduct appended as Schedule 1 in the context of their MMV activities, and at all times when in the field.

4.4 Clinical Trial

All clinical trials involving children follow ICH-GCP guidelines and local laws and regulations.

5. Reporting Child Exploitation, Violence and Abuse

Any Staff Member and MMV's Partner shall immediately report to the MMV Head of Legal any form of potential child exploitation, violence and abuse, including possession of child exploitation material, or non-compliance with this Policy by a Staff Member, or an employee of MMV's Partners if this becomes known to the Staff Member.

The following information is to be provided:

- date(s) of incident(s);
- name of organisation(s) involved;
- alleged offender's details, including name, nationality and occupation;
- details of alleged incident(s);
- involvement of local law enforcement authorities, if applicable;
- details of MMV's Partner proposed response;
- any other relevant information.

6. Policy Review

This Policy will be subject to regular review (at least every five years) by the ELT and approval by MMV's Chief Executive Officer and Head of Legal.

7. Communication

This Policy is made available through MMV's intranet and on MMV's website. Staff Members will receive a copy of this Policy and Code of Conduct upon joining MMV and will receive training. This Policy shall be referenced in any agreements with MMV's Partners.

Schedule 1 **MMV Code of Conduct**

Each Staff Member or employee of MMV's Partners shall:

- treat children with respect regardless of race, color, gender, language, religion, political or other opinion, national, ethnic or social origin, disability, birth or other status
- not use language or behavior towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate
- not engage children under the age of 18 in any form of sexual intercourse or sexual activity (unless married with such children), including paying for sexual services or acts
- wherever possible, ensure that another adult is present when working in the proximity of children
- not invite unaccompanied children into one's home, unless they are at immediate risk of injury or in physical danger
- not sleep close to unsupervised children unless absolutely necessary, in which case one must obtain one's supervisor's permission, and ensure that another adult is present if possible
- use any computers, mobile phones, video cameras, cameras or social media appropriately, and never to exploit or harass children or access child exploitation material through any medium
- not use physical punishment on children
- not hire children for domestic or other labor which is inappropriate given their age or developmental stage, which interferes with their time available for education and recreational activities, or which places them at significant risk of injury
- comply with all relevant Swiss and local legislation, including labor laws in relation to child labor
- immediately report concerns or allegations of child exploitation and abuse and policy non-compliance in accordance with appropriate procedures
- immediately disclose all charges, convictions and other outcomes of an offence, which occurred before or occurs during one's association with MMV that relate to child exploitation and abuse.

When photographing or filming a child or using children's images for work-related purposes, each Staff Member must:

- assess and endeavor to comply with local traditions or restrictions for reproducing personal images before photographing or filming a child
- obtain informed consent from the child (if its cognitive abilities allow it) and parent or guardian of the child before photographing or filming a child. As part of this one must explain how the photograph or film will be used
- ensure photographs, films, videos and DVDs present children in a dignified and respectful manner and not in a vulnerable or submissive manner. Children should be adequately clothed and not in poses that could be seen as sexually suggestive
- ensure images are honest representations of the context and the facts

- ensure file labels, meta data or text descriptions do not reveal identifying information about a child when sending images electronically or publishing images in any form.
- use common sense and avoid actions or behaviors that could be construed as child exploitation and abuse.