



Safeguarding Policy of Renewable Energy Performance Platform

4 June 2018

1. Renewable Energy Performance Platform (REPP)

The REPP is a company limited by guarantee established in December 2015 for the purpose of promoting small scale (up to 25 MW, except in relation to wind energy which shall be up to 50MW) Renewable Energy Projects in Sub-Saharan Africa. REPP is funded by the Department of Business, Energy and Industrial Strategy and managed by Camco Management Limited (“REPP Manager”).

2. Principles

The guiding principle of the REPP Safeguarding Policy is **Do No Harm**. During its operations REPP seeks to protect the rights and well-being of those implementing REPP transactions (the staff of the REPP Manager) and all those impacted by REPP activities. However, recognizing the historical imbalances that exist, special focus will be placed on vulnerable and/ or disadvantaged groups. This Policy is prepared in light of IFC Performance Standard 4 (Community Health, Safety and Security), the EHS Guidelines of the World Bank, the Equator Principles and the general principles of transparency, proportionality and accountability.

3. Safe and Trusted Environment

The goal of the REPP Safeguarding Policy is the creation of a safe and trusted environment for those implementing REPP transactions and, to the extent possible, those vulnerable and/or disadvantaged groups impacted by these transactions. As discussed below, achievement of this goal is based on a multi-pronged approach of risk assessment and mitigation, working with partners, training and interaction with other policies of REPP.

4. Risk Assessment and Mitigation

It is the responsibility of the Board of REPP and the senior leadership team of the REPP Manager to be fully aware of the contents of this Policy and ensure that safeguarding risk assessment is a continuous activity integrated into the operations of REPP.

The Safeguarding risks identified by REPP include:

- **Physical harm:** The risks of physical harm for persons implementing REPP projects include accidents, terrorism and violent crime. In relation to vulnerable groups, especially women and indigenous communities, additional risks of physical harm arise from conflict over land and resources which may be exacerbated by the

implementation of REPP projects.

- **Emotional abuse:** Bullying and emotionally abusive conduct are risks in any organization and include issues of work-life balance that may arise in an expert-led dedicated team such as REPP. Emotional abuse may also arise towards staff implementing REPP from developers and other stakeholders, especially when faced with a negative funding decision by REPP.
- **Sexual misconduct:** Sexual misconduct is a broad range of behavior that includes but is not limited to sexual harassment, sexual assault, non-consensual sexual contact, sexual exploitation, intimate partner violence (domestic and dating violence) and stalking.
- **Exchanging of benefits:** Of particular concern to REPP, in light of recent events, is the risk of exchange of benefits whereby goods, employment, food and/or money are exchanged for sexual favours.
- **Discrimination:** Discrimination on the basis of gender, age, disability, ethnicity, sexual orientation and/or religion is illegal under the Equality Act 2010 and will not be tolerated by REPP. The risk of

discrimination exists internally and also in the implementation of REPP projects.

- **Neglect and acts of omission:** Vulnerable groups, particularly women, children and indigenous communities, are at risk from acts of omission, i.e. not receiving benefits they are entitled to. This risk occurs during the stakeholder engagement and allocation of community benefits when implementing REPP projects.

The appropriate and proportionate mitigation of these risks will vary from project to project, but nevertheless shall be based upon the principles set out in Section 2. Primary risk mitigation tools include:

- **Code of Ethical Conduct:** Adherence to the Code of Ethical Conduct is mandatory for all staff of the REPP Manager.¹
- **Training:** See Section 6.
- **Application of cross-cutting policies:** See Section 7.
- **Contractual provisions:** Compliance with this Safeguarding Policy is mandatory under the contractual terms of REPP financial support and required to be inserted into any

¹ REPP itself has no employees or volunteers.

contract for technical assistance funded indirectly by REPP.

- **Recruitment processes:** The REPP Manager shall ensure that the recruitment of key staff of the REPP Manager have the necessary experience to ensure implementation of this Safeguarding Policy.
- **Approval processes:** The REPP Manager shall ensure that safeguarding issues are addressed in the selection, design, approval and implementation of REPP transactions. The Assessment Committee of REPP shall explicitly consider the impact of each REPP transaction on vulnerable groups, particularly women, children and indigenous communities.
- **Procurement processes:** The Procurement Policy shall be implemented to ensure that safeguarding issues are adequately addressed by all service providers to REPP.
- **Integrity Checks:** The integrity checks commissioned directly by the Board of REPP (as to the integrity of the REPP Manager's application of REPP policies and procedures), shall give specific

consideration of compliance with this Safeguarding Policy.

5. Working with Experts, Developers & REPP Partners

The financial support provided to small scale renewable energy projects by REPP is channeled to developers for the purpose of technical assistance and/or results based finance. Accordingly, it is essential to ensure that these stakeholders share REPP's commitment to safeguarding and the protection of vulnerable and/or disadvantaged groups. The inclusion of contractual terms requiring compliance with this Policy by project developers and those providing technical assistance to REPP and/or its projects will be mandatory. Similarly, REPP will utilize its network of REPP Partners² to understand and promote best-in-class safeguarding policies.

6. Training & Compliance Officer

The General Counsel of the REPP Manager is appointed to be the Compliance Officer of REPP. The role of the Compliance Officer includes:

- Being responsible for safeguarding issues within REPP and proactively

² As at 4 June 2018: OPIC, FMO, Electrifi, PTA Bank, Inspired Evolution, West African

Development Bank, Oikocredit, Finnfund and Noble Capital

monitoring safeguarding risks;

- Ensuring training on the Safeguarding Policy for those implementing REPP projects and awareness raising on communities rights as part of the stakeholder engagement process;
- Serving as the initial point of contact for incident reporting;
- Reviewing the Safeguarding Policy at least annually; and
- Making referrals to relevant regulatory authorities and/or law enforcement agencies as appropriate, including to the Department of Business Energy and Industrial Strategy as the funder of REPP.

Training of staff of the REPP Manager on safeguarding shall be conducted at least annually.

7. Policy Interaction

The Safeguarding Policy cannot be effective in isolation as safeguarding issues are often cross cutting by nature. It is essential that other relevant policies of REPP (Environmental & Social Policy, Risk Management Policy, Procurement Policy, Equity Strategy and Support Policy and Guidelines) are applied in a manner consistent with, and supportive of, this Safeguarding Policy.

8. Incident Reporting

Safeguarding concerns shall be immediately reported to the Compliance Officer (or in the event that they concern the Compliance Officer directly to the CEO of the REPP Manager and/or a member of the Board of REPP). The rights of staff of the REPP Manager to report concerns are protected by the Public Interest Disclosure Act 2013. In addition, REPP has a 24hr anonymous hotline (UK 0800 915 1571 and other international toll-free numbers) that can serve as an initial point for reporting safeguarding concerns.

All reports of safeguarding concerns will be documented, treated in confidence and reported to the Board of REPP by the Compliance Officer. In certain circumstances matters may be referred to the police or other authorities in the relevant jurisdiction and may also serve as the basis for disciplinary action, including termination of employment.

9. Date of Effect and Review

This Policy is effective from the date of its adoption by the Board of REPP and shall be reviewed annually.