



AMPLIFYCHANGE

Health, Safety and Security Policy

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AmplifyChange's vision is full attainment of Sexual and Reproductive Health and Rights (SRHR) for all, including women and girls, young people, and then vulnerable and marginalised. Our mission is to be the global leader in supporting grassroots organisations and building stronger, more inclusive movements for SRHR, especially in challenging contexts.

We acknowledge our duty of care to our staff, consultants, contractors, clients, communities, and others with whom we engage. We also take seriously our responsibility to provide a safe workplace and to protect people, our information systems, and our physical and intellectual assets, including all information created and held within AmplifyChange, against loss or compromise.

We aim to achieve this through compliance with UK legislation, guidance and best practice where these offer enhanced standards of security. We also comply with the safety laws in each of the countries in which we operate. Staff, consultants, and third parties engaged by AmplifyChange are expected to demonstrate reciprocal duty of care loyalty by fostering an attitude of good practice and cooperation.

To comply with our duty of care obligations, AmplifyChange abides by the overriding principle that the health, safety and security of personnel is the highest priority and takes precedence over the protection of assets. In order to adhere to our commitments, we will:

- Understand and abide by health, safety and security laws, regulations, and standards relevant to our global operations,
- Maintain good practice in relation to health, safety and security standards including identifying and assessing risks in relation to personnel for each workplace and operational context; and implementing adequate measures to avoid and reduce risks,
- Provide safety, health and security advice for all of AmplifyChange's operations,
- Provide suitable and sufficient information, instruction, training, equipment and facilities to ensure all our staff and relevant third parties are aware of and are able to undertake their health, safety, and their security responsibilities competently, and in line with our standards, protocols and procedures,
- Have adequate measures in place to respond to an incident and following an incident, and

- Monitor and review health, safety and security systems and processes to ensure their suitability, adequacy and effectiveness.

AmplifyChange will provide adequate and appropriate resources to implement this policy statement and complementary policy. The policy details systems and processes including risk assessments. We will ensure this policy statement is fully communicated and understood.

This Policy will be reviewed on an annual basis or sooner if there are significant legal or regulatory developments.

Picture credits

Cover, right: Coalition on Violence Against Women, Kenya