

## Safeguarding Policy

Devcon works to ensure that all vulnerable members of our society, be it adults, young people or children coming into contact with our employees, workers, subcontractors or exposed to our construction activities are protected, treated with respect, and kept safe.

We also endeavour to protect our staff from the risk of unfounded allegation.

Our policy has been developed on the following principles:

- That the wellbeing and safety of each member of our society is paramount.
- That all persons regardless of disability, gender, racial or ethnic origin, religious belief, and sexual orientation have the right to be protected from harm.
- That it is everyone's responsibility to report all suspicious concerns, that all allegations of any type of abuse will be properly investigated and dealt with in a swiftly and appropriate manner.
- That all alleged poor practice incidents, misconduct and abuse will be taken seriously by Devcon and responded to swiftly and appropriately.
- That all personal data will be processed in accordance with the requirements of current legislation.

To enforce our policy, Devcon will:

- Make sure that all its employees understand their legal and moral obligations to protect all vulnerable people from harm, abuse, and exploitation.
- Promote an ethos of safeguarding for all.
- Make sure all its employees understand the process for raising concerns regarding safeguarding issues.
- Make sure all its employees understand the process for reporting of allegations.
- Ensure that any whistleblowing is addressed in a confidential manner.
- Specifically ensure that all site-based employees, workers and subcontractors are aware of the current Devcon Code of Practice.

### Policy review

This policy and its procedures shall be reviewed at least annually to monitor effectiveness, to ensure accordance with any changes in legislation, to update guidance on the protection of children and vulnerable adults and to recognise any changes to key staff within Devcon.

Furthermore, it will be reviewed following any concerns or issues that have been raised about Devcon and the protection of children or vulnerable adults.

A handwritten signature in black ink, appearing to read "L N Pope", with a horizontal line extending from the bottom of the signature.

**L N Pope**

Managing Director

16 April 2024