



GLOBAL STAR SECURITY SERVICES

YOUR SHIELD OF SECURITY

PREVENTION OF SEXUAL EXPLOITATION AND ABUSE POLICY

POLICIES & PROCEDURES

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PREAMBLE

Global Star Security Services (GSS) is fully committed to preventing and responding to Sexual Exploitation and Abuse (SEA) in all of its operations. Guided by United Nations standards and the Inter-Agency Standing Committee (IASC) principles, GSS recognizes its responsibility to protect all individuals—especially women, children, and vulnerable populations—from harm, abuse, and exploitation committed by personnel entrusted with authority or access to communities.

This PSEA Policy reflects GSS’s zero-tolerance approach to SEA and establishes mandatory standards of conduct, reporting mechanisms, accountability measures, and survivor-centered responses. GSS strives to ensure a safe, respectful, and equitable environment for all individuals affected by our operations and expects all employees, contractors, and partners to uphold the highest ethical standards consistent with UN and NGO safeguarding principles.

1. PURPOSE

The purpose of this PSEA Policy is to:

- Prevent sexual exploitation and abuse within GSS operations.
- Establish clear obligations for staff behavior and professional conduct.
- Provide safe, accessible, and confidential channels for reporting concerns.
- Ensure timely and survivor-centered responses to SEA allegations.
- Comply with UN and IASC PSEA minimum standards.
- Strengthen organizational integrity and trust with communities and clients.

2. SCOPE

This policy applies to:

- All GSS employees (management, guard force, support staff).
- Contractors, vendors, consultants, and temporary workers.
- Interns, volunteers, and third-party personnel.
- Any individual representing GSS in an official capacity.



It applies to actions:

- On duty and off duty, where such conduct affects the reputation or mandate of GSS.
- On company premises, client sites, accommodations, vehicles, or community interaction zones.

3. AIM

The aim of this Prevention of Sexual Exploitation and Abuse (PSEA) Policy is to establish a strong and consistent framework that protects all individuals affected by Global Star Security Services' operations from sexual exploitation, abuse, and related misconduct. This policy seeks to:

- Prevent SEA by setting clear behavioral standards for all personnel.
- Ensure safe, confidential, and accessible mechanisms for reporting concerns or violations.
- Promote a survivor-centered approach in all responses and investigations.
- Strengthen accountability at all levels of the organization.
- Align GSS practices with United Nations, IASC, and international NGO safeguarding standards.
- Foster a culture of integrity, respect, and protection in all operational environments.

By defining these objectives, Global Star Security Services aims to uphold the highest ethical standards, safeguard vulnerable populations, and ensure that all personnel act responsibly and professionally at all times.

4. KEY DEFINITIONS (UN/NGO STANDARD)

Sexual Exploitation

Any actual or attempted abuse of a position of vulnerability, differential power, or trust for sexual purposes, including profiting socially, economically, or politically from another person's sexual exploitation. (UN definition)



Sexual Abuse

Actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Sexual Harassment

Unwelcome sexual advances or conduct of a sexual nature that interferes with work or creates a hostile environment.

Child / Minor

Any person under the age of 18, regardless of national law on age of consent.

PSEA

Organizational measures to prevent and address SEA by personnel.

5. CORE PRINCIPLES (ALIGNED WITH UN ST/SGB/2003/13 & IASC MINIMUM STANDARDS)

GSS adopts the following mandatory principles:

Zero Tolerance

SEA is strictly prohibited. No exceptions.

No Sexual Activity With Children

Sexual activity with anyone under 18 is prohibited regardless of consent, mistake, or local customs.

Prohibition of Transactional Sex

Personnel must not buy, trade, or exchange money, goods, food, gifts, employment, or services for sexual acts.



No Exploitative Relationships

Sexual relationships with beneficiaries, community members, or vulnerable persons are prohibited due to inherent power imbalance.

Duty to Report

All personnel **must** report suspected or confirmed SEA. Failure to report is a violation of this policy.

Non-Retaliation

Complainants, survivors, and whistleblowers are protected from threats, intimidation, or reprisal.

Survivor-Centered Approach

Survivor safety, dignity, confidentiality, and choice are prioritized at all times.

6. STANDARDS OF CONDUCT

All GSS personnel must:

- Treat all people with dignity and respect.
- Behave in a manner that safeguards vulnerable populations.
- Avoid actions that create risk or perception of SEA.
- Immediately report any incident or suspicion.
- Cooperate with all SEA-related investigations.

Personnel must not:

- Engage in sexual exploitation or abuse.
- Engage in sexual activity with minors.
- Engage in exploitative sexual relationships.
- Provide favoritism, employment, goods, or privileges in exchange for sex.
- Access, possess, or distribute indecent images of minors.



7. REPORTING MECHANISMS

GSS provides multiple confidential, accessible reporting channels:

1. **Direct supervisor or manager**
2. **Human Resources and Safeguarding Officer**
3. **Dedicated PSEA Focal Point**
4. **Confidential reporting email** (Insert email here)
5. **Secure hotline or WhatsApp number** (Insert number)
6. **Anonymous reporting boxes**
7. **Client or partner reporting channels**, if applicable

Reports may be:

- Written
- Verbal
- Anonymous
- Through third parties

All allegations must be reported within 24 hours of awareness.

8. INVESTIGATION AND RESPONSE (UN-COMPLIANT PROCESS)

Acknowledgment

All complaints are acknowledged within **72 hours**.

Assessment

Safeguarding Officer determines:

- Risk level
- Immediate protection needs
- Whether the case meets SEA criteria



Formal Investigation

- Conducted by trained investigators or an external independent body.
- Interviews with complainant, witnesses, and respondent.
- Evidence review.
- Strict confidentiality throughout.

Findings & Action

Outcomes may include:

- Immediate suspension
- Termination of employment
- Termination of contracts
- Referral to law enforcement
- Mandatory reporting to UN or NGO partners

Survivor Support

GSS ensures survivors have access to:

- Medical services
- Psycho-social support
- Legal assistance
- Safety and protection measures
- Confidentiality and privacy

Survivors determine whether they want further action.

9. PREVENTION MEASURES

Recruitment

- Background checks for all new staff.
- Reference checks emphasizing safeguarding history.

Training



Mandatory training on PSEA during:

- Onboarding
- Annual refresher
- Pre-deployment for field staff

Community Awareness

Where relevant, GSS ensures local communities understand:

- PSEA standards
- How to report incidents
- Their right to protection

Safe Programming

GSS continuously assesses risks in operations and implements mitigation measures to prevent SEA.

10. CONFIDENTIALITY AND DATA PROTECTION

Information related to SEA allegations is restricted to authorized personnel only. No details will be shared with the accused or external parties before risk assessment.

All documentation is securely stored.

11. DISCIPLINARY ACTIONS

SEA violations may result in:

- Immediate dismissal
- Blacklisting from future security roles
- Contract termination
- Legal prosecution
- Reporting to UN, NGO partners, and donors



Failure to report SEA is itself a disciplinary offence.

12. PARTNERSHIP AND SUPPLY CHAIN COMPLIANCE

All subcontractors, vendors, and partners must:

- Sign and comply with GSS PSEA Policy
- Report any SEA concerns involving their staff
- Participate in training where required

Non-compliance may lead to contract termination.

13. MONITORING, REPORTING & ACCOUNTABILITY

- Quarterly safeguarding audits
 - Annual policy review
 - Regular reporting to senior management and clients
 - Alignment with UN and IASC PSEA updates
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14. POLICY REVIEW

This policy is reviewed annually and updated in line with:

- UN PSEA standards
 - IASC principles
 - Donor and client requirements
 - Organizational growth and operational changes
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