Child Protection and Safeguarding Policy

Organisation: STITKO AS, Norway
Version: 1.0
Date: 10 October 2026
Approved by: Anna Vehanen, CEO

1. Purpose and Commitment

STITKO AS is committed to protecting the safety, dignity, rights and well-being of all children and young people under 18 who may participate in or be affected by its activities.

The company maintains a zero-tolerance approach to child abuse, exploitation, harassment, discrimination and neglect. The best interests of the child shall guide all activities involving minors.

2. Scope

This policy applies to all STITKO AS employees, management, consultants, subcontractors and representatives involved in company activities, including international projects, research, educational activities and digital technology development.

3. Child Protection Principles

STITKO AS is committed to:

- Treating all children equally, respectfully and without discrimination.
- Providing safe physical and digital environments.
- Preventing all forms of abuse, exploitation, bullying and inappropriate behaviour.
- Ensuring appropriate supervision and professional boundaries.
- Respecting children's privacy and protecting their personal data.
- Obtaining required parental or guardian consent and children's assent where applicable.
- Ensuring that children can raise concerns safely and without fear of retaliation.

4. Code of Conduct

All persons acting on behalf of STITKO AS must behave professionally and respectfully towards children.

Physical, emotional or sexual abuse, inappropriate communication, exploitation, intimidation and unauthorised disclosure of children's personal information are strictly prohibited.

Personnel must avoid unsupervised or private interactions with minors unless specifically authorised and appropriately safeguarded.

5. Prevention and Safe Project Implementation

Before undertaking activities involving children, STITKO AS will assess relevant safeguarding risks and implement appropriate preventive measures.

The company will ensure that personnel understand their responsibilities, that project partners follow appropriate safeguarding procedures and that digital tools are designed and used with children's safety and privacy in mind.

Where legally required and permitted, relevant background checks will be conducted.

6. Reporting and Response

Any suspected or actual violation of this policy must be reported promptly to the designated Child Protection Responsible Person.

Child Protection Responsible Person: Anna Vehanen, CEO, anna@stitko.no

All concerns will be handled confidentially, promptly and in the best interests of the child.

STITKO AS will take appropriate protective action and report suspected abuse to the relevant child protection authorities or police when required by law.

In situations of immediate danger, emergency services must be contacted without delay.

Retaliation against anyone reporting a concern in good faith is prohibited.

7. Data Protection

STITKO AS will protect children's personal data in accordance with the General Data Protection Regulation (GDPR), applicable Norwegian legislation and relevant project requirements.

Personal information will be collected only when necessary, processed lawfully and stored securely.

8. Implementation and Review

Management is responsible for implementing this policy and ensuring that relevant personnel and project partners are informed of its requirements.

The policy will be reviewed annually and updated when necessary to reflect changes in legislation, project activities or safeguarding requirements.

9. Approval

STITKO AS formally commits to applying this Child Protection and Safeguarding Policy throughout its operations and project activities.

Name: Anna Vehanen

Position: CEO

Date: 10.10.2026

Signature: 