



CHILD SAFEGUARDING POLICY

Version 1.0

SAFEGUARDING POLICY



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SAFEGUARDING POLICY



1. Scope

This policy applies to all Intrepid companies, including majority-owned subsidiaries. It seeks to safeguard children who interact with our operations - whether through tours, supply chain, or community engagement.

In circumstances where a contract requires additional measures which exceed our own, e.g., external partners, then the viability of delivering these requirements will be assessed in conjunction with the safeguarding officer and accepted and implemented where applicable.

Contact the safeguarding officer (via globalsafety@intrepidtravel.com) for guidance, interpretation and training on safeguarding matters.

2. Purpose

Intrepid is committed to safeguarding the rights and well-being of children. The policy aims to:

- prevent harm,
- promote awareness,
- protect rights of children, and
- ensure that allegations are managed appropriately.

2.1. Definitions

Child safeguarding refers to steps taken to prevent and respond to abuse, exploitation, neglect, or harm (physical, emotional, or sexual) **involving anyone under 18 years of age**, within the context of travel and tourism and Intrepid's global operations.

2.2. Principles

- **Zero tolerance** for any form of harm or mistreatment of children
- **Best interests of the child** All decisions and actions must prioritise the safety and well-being of children.
- **Empowerment and participation:** We listen to affected children to aid decision-making.
- **Inclusion and accessibility.** Our policy is clear, inclusive, and accessible to people of all backgrounds and abilities.
- **Shared responsibility** Safeguarding is everyone's responsibility - our staff, contractors, suppliers, and travellers all play a role.
- **Prevention and protection** through training, awareness, and clear procedures.

3. Application

This policy applies to all personnel involved in Intrepid Travel and its associated controlled entities, inclusive of contractors, third-party operators and suppliers. It covers all Intrepid-operated tours and services involving children, including family trips, school group travel, tailor-made and FIT experiences, Urban Adventures and day tours, as well as incidental or indirect contact with children through regular work activities.

Delivery of key elements of this policy are reflected in:

- Operational Safeguarding Guidelines
- Responsible Traveller Guidelines for customers
- Child Protection Guidelines for customers
- Child Image Guidelines for Brand

There is an emphasis throughout the policy and supporting document on the importance of shared responsibility, including how we all play a role in safeguarding.

3.1. Minimum standards

A challenge Intrepid faces is working in many different countries, each with its own laws and rules. Sometimes, local laws are stricter than our own; other times, our requirements are stronger than the local laws. In these cases, we ask all teams and partners to follow the highest standard, either the local law or our company rule, whichever is stronger. If any part of this policy appears to conflict with local legal obligations, management shall seek a solution in conjunction with:

- General Manager of Operations - for operational matters.
- General Manager of Purpose - for staff related matter.

4. Legal and ethical standards

This policy aligns with:

- [The UN Convention on the Rights of the Child \(UNCRC\)](#)
- [The Australian Modern Slavery Act \(2018\)](#)
- [The United Kingdom Modern Slavery Act 2015](#)
- [The United Kingdom Children Act 1989 and 2004](#)
- [The Australian Commonwealth Criminal Code Act \(1995\).](#)
- International standards including those from:
 - [ChildSafe Movement](#),
 - [ReThink Orphanages](#) &
 - [International Labour Organisation](#).

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5. Roles and Responsibilities

Intrepid is committed to embedding a culture of safety throughout the business. The table outlines the distinct roles and responsibilities for safeguarding.

Role/Team	Responsibilities
Intrepid Board	Holds ultimate accountability for safeguarding; ensures strategic integration, compliance, and adequate resourcing.
Chief Executive Officer (CEO)	Allocates resources and promotes a culture of safety and compliance.
Core Management Team (CMT)	Embeds safeguarding across departments; ensures training, monitors compliance, and addresses gaps.
Purpose Team	Supports safeguarding initiatives; shares best practices, codesigns training materials, delivers against reporting protocols.
People Team	Ensures recruitment meets safeguarding standards; manages legal checks and personnel records.
Sales Team	Verifies age-appropriate bookings and emergency contacts for underage travellers.
Global Operations	Develops safeguarding policies; assigns Safeguarding Officers, manages issue escalation & develops training materials for leaders
Local Operations Teams	Assigns trained leaders; ensures compliance with child-carrying and training requirements.
Contracting Team	Sources compliant suppliers, delivers safeguarding training and manages supply chain issues.
Digital Content Team	Ensures digital content aligns with Child Image Guidelines.
Experience & Product Team	Designs trips in line with child safety and family travel standards.
Leaders and Crew	Completes safeguarding training, ensures legal compliance and upholds child-carrying protocols.
Staff and Contractors	Understands safeguarding risks; follows reporting procedures and promotes a culture of safety.

5.1. Specific Roles

A **Safeguarding Officer** within the Global Operations Team will support with matters related to child safety. They will act as the subject matter expert and primary point of contact for all internal and external stakeholders in relation to child safeguarding issues; this includes advising on responses to allegations, providing guidance to staff, and liaising with relevant authorities or support services as required.

6. Minimising the risk of harm

Having robust measures in place is imperative to effectively managing the risks associated with safeguarding. This section outlines what we intend to have in place to protect children from coming to harm.

6.1. Risk assessments

Having a single way of working is an advantage to vertical integration. Therefore, mitigations associated with safeguarding should be consistently applied and the safeguarding risk assessment is drafted and maintained collaboratively by Global Safety & Purpose Team members.

6.2. Recruitment, Selection, and Screening

Safeguarding principles are embedded into our recruitment and onboarding processes. We ensure all roles, especially those with potential contact with children, are filled by individuals who align with our values and complete any screening requirements.

6.3. Education and training

Training is a fundamental component to help us maintain a positive safety culture. Audience-specific training will be in place to ensure all personnel understand their responsibilities and can identify, respond to, and prevent child safeguarding concerns.

6.4. Supply Chain

Our supply chain is also responsible for meeting our requirements. This will be achieved by providing them with safeguarding guidance and, where necessary, training to ensure alignment with Intrepid's standards and expectations.

6.5. Child Supervision

Children travelling with Intrepid must always be supervised by a designated responsible adult, who is fully

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accountable for the child's safety, well-being, and behaviour throughout the trip.

If supervision is to be delegated, formal written consent must be provided in advance and in the event the responsible adult becomes temporarily unavailable or incapacitated, Intrepid will coordinate with emergency contacts to ensure appropriate temporary care. All supervision must comply with **Intrepid's Age Policy** and eligibility criteria.

6.6. Supporting Guidelines

Safeguarding requirements has many touchpoints throughout the business. Specific guidance on the application of this policy can be found in key supporting documents (see **Appendix 1** for full list):

- Responsible Travel Guidelines
- Child Image Guidelines
- Children on Trips Operating Guidelines SOP
- Codes of Conduct
- Digital Safeguarding. Pending
- Local SOPs

6.7. Accessibility

Having appropriate supporting information available for relevant stakeholders will increase peoples understanding of how safeguarding is delivered at Intrepid. Therefore, supplementary information will be considered and created where viable. Resources will vary depending on the intended audience, examples of include (but not limited to) guidance for suppliers, knowledge base content for sales consultants, simple reference material for children on trips etc. When everyone has a good understanding then we are more likely to meet and exceed our safeguarding responsibilities.

7. Reporting and responding to concerns

Reporting any safeguarding concerns is mandatory for all staff, contractors, and partners. This includes any suspicions, disclosures, or breaches of policy. Failure to report may lead to disciplinary action and could breach

legal obligations. Reports are made via the standard Intrepid [incident reporting channel](#), where all responses to allegations should be made in conjunction with the Safeguarding Officer. Anyone reporting in good faith is protected from retaliation. All allegations are handled confidentially, in a timely fashion and with the child's safety as the top priority.

Anonymous reporting is available via the company's **Whistleblower Policy**.

Should reports be related to an external brand they will also be notified through normal channels.

7.1. Escalation Procedures

The Safeguarding Officer leads with the decision-making for escalating to local authorities and in line with data protection laws.

7.2. Reporting issues involving a staff member or contractor

If a safeguarding allegation involves Intrepid staff or contractor, these will be handled under internal grievance and disciplinary procedures. These processes are confidential, fair, and protect both the child and the alleged until facts are established.

7.3. Prosecution and disciplinary action

Intrepid takes a zero-tolerance approach to child abuse or exploitation. Confirmed violations result in disciplinary action, up to termination and legal prosecution. Criminal matters are referred to the appropriate authorities.

8. Monitoring and evaluation

Intrepid is committed to continuously improving its safeguarding practices through regular monitoring and evaluation. Incident reviews are a standard aspect in our efforts in continuous improvement, which ensure accountability, promote learning, and helps us adapt to emerging risks and changing contexts.

9. Policy review and approval

This policy is reviewed every two years, or sooner if needed.

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Appendix 1. Supporting Documents

Policy or Document	Responsible Department	Reviewed/Updated
Incident Management Plan	Global Operations	May 2024
Supplier Code of Conduct	Global Operations	Apr 2025
Leader and Crew Conduct Policy	Global Operations	Jun 2025
Operational Child Safeguarding Guidelines	Global Operations	Jul 2025
Whistleblower Policy	People Team	Aug 2024
Code of Conduct (all staff)	People Team	Nov 2024
Global Human Rights Policy	Purpose Team	Feb 2023
Responsible Travel Guidelines	Purpose Team	Being updated
Modern Slavery Statements	Purpose Team	Jun 2025
Staff Volunteer Policy	Purpose Team	Jun 2025
Reconciliation Action Plan (RAP)	Purpose Team	Jan 2025
Ethical Marketing Policy (new)	Global Comms	2025
Child Image Guidelines	Purpose Team	2024