



Child Protection Policy

Ugandan Law Regarding Employment of Children

Uganda's Employment Act (2006) and the Children (Amendment) Act (2016) provide a framework to protect children from exploitative labour. Key provisions include:

- Under 12 years – children cannot be employed in any workplace.
- 12–14 years – may only do light work under adult supervision, provided it is safe, non-hazardous, and does not interfere with education.
- 15–17 years – may be employed in light, non-hazardous work for no more than 7 hours per day and 35 hours per week. They may not work at night or perform overtime.
- Under 18 years – may not be employed in hazardous work (e.g., dangerous machinery, underground work, toxic substances, or carrying heavy loads).

Children aged 12–17 years may take part in apprenticeships, advertising, cultural, or artistic activities only with:

- prior approval from the Labour Commissioner,
- consent from a parent or guardian,
- a medical examination before and during the activity, and
- The employer's maintenance of a formal register of details.

Violations of these laws are criminal offences and may lead to prosecution, fines, or imprisonment.

Churchill Safaris' Policy on the Employment of Children

In line with Ugandan law and international standards:

- We do not employ children under 12 years under any circumstances.
- We do not engage children in cultural performances, entertainment, or activities that may exploit them.
- If we provide practical tourism training for young people aged 15–17 years, it will only occur with:
 - written consent from a parent or guardian,
 - scheduling during school holidays to protect education,
 - adult supervision at all times, and
 - light, non-hazardous, age-appropriate work that enhances learning.

Protecting Children from Sexual Exploitation

Child sexual exploitation remains a global concern in the tourism industry. Churchill Safaris strictly prohibits and actively works against any form of child sexual abuse.

Our approach includes:

- **International Alignment:** We endorse and align with The Code of Conduct for the Protection of Children from Sexual Exploitation in Travel and Tourism (The Code – www.thecode.org).
- **Staff Training:** All employees, guides, and drivers are trained to identify, prevent, and report cases of child sexual exploitation.
- **Supplier Responsibility:** We only engage suppliers, lodges, and partners who uphold strict child protection policies.
- **Traveller Awareness:** Guests are sensitized about child protection risks, including discouraging any form of child exploitation, such as child sex tourism, “voluntourism” involving children, or purchasing goods/services produced through child labour.
- **Reporting:** Any suspected child exploitation cases are reported immediately to the Uganda Police Child and Family Protection Unit or other relevant authorities.

Any breach of this policy will be treated as a serious violation of Ugandan law, the Children (Amendment) Act, 2016, and international child protection standards. Suspected cases will be reported immediately to the Uganda Police Child and Family Protection Unit, relevant child protection authorities, and international partners where necessary.