OUR VALUES IN PRACTICE

Child Rights and *Safeguarding*

- *Protection through prevention systems*

Safeguarding works best as control at the source. **Verify. Protect. Escalate. Improve.** Disciplined age verification, responsible hiring, supplier oversight, and clear escalation reduce child labour risk and protect young workers. Credibility comes from prevention routines that are backed by evidence.



AGE VERIFICATION	SAFEGUARDING	SUPPLIER OVERSIGHT	EVIDENCE

The strongest protection is the risk that is prevented, caught early at the source rather than discovered later.

QUANTUM SYSTEMS MANAGEMENT PVT. LTD.
www.quantumsystems.in

01 WHAT THIS VALUE MEANS TO US

Prevention before reaction

For us, child rights and safeguarding are protected through prevention, not response alone. That means disciplined age verification, responsible recruitment, and records that can show the right checks were made before anyone began work.

It also means protecting young workers where they are lawfully employed, keeping oversight of suppliers and subcontractors, and making sure concerns can be raised and escalated quickly. The aim is to identify child labour risk early and address it responsibly, with evidence rather than assurances.

02 WHY IT MATTERS IN RESPONSIBLE BUSINESS

Trust earned through diligence

Risk controlled at the source

Child labour is a serious human rights risk, and the most reliable protection is to prevent it from entering operations and supply chains in the first place. Strong controls at the source protect children and the business alike.

Credibility in due diligence

In social compliance, ESG, and responsible sourcing, safeguarding is examined closely. Verified records and disciplined routines stand up to buyer audits and human rights due diligence, and build lasting stakeholder trust.

PREVENTION FRAMEWORK

Verify › Protect › Escalate › Improve

Protection through prevention systems

Safeguarding is not a statement of intent. It is the steady discipline of verifying, protecting, escalating, and improving, with evidence at every step.

03 HOW WE EMBED THIS IN PRACTICE

What this looks like in everyday work

Responsible recruitment
Hiring follows disciplined controls, so age and eligibility are confirmed before anyone starts work.

Secure record keeping
Verification records are kept accurately and securely, ready to evidence that controls were followed.

Young worker protection
Where young workers are lawfully employed, their hours, tasks, and conditions are protected and monitored.

Supplier oversight
Suppliers and subcontractors are reviewed for the same standards, with due diligence kept current.

Robust age verification
Age is checked against reliable documents using a consistent process, not assumption or appearance.

Child labour prevention
Risks are identified early across our work and supply chain, and acted on before they become harm.

Clear escalation routes
Anyone can raise a safeguarding concern through routes that are known, accessible, and acted upon.

Evidence based correction
Where an issue is found, it is investigated fairly and corrected, with the outcome documented.

04 WHAT WE EXPECT OF ONE ANOTHER

Shared responsibility across our network

Our employees
Follow safeguarding controls, stay alert to risk, and raise any concern early, knowing it will be acted on.

HR and recruitment teams
Apply age verification and hiring controls without exception, and keep records accurate and secure.

Managers and leadership
Own safeguarding controls, resource them properly, and treat prevention as a standard, not a formality.

Suppliers and partners
Meet the same safeguarding standards, accept due diligence, and act promptly where concerns are raised.

05 GOVERNANCE AND ACCOUNTABILITY

Safeguarding becomes credible only when it is supported. We hold ourselves to clear standards, verified records, recruitment discipline, supplier review, working escalation pathways, fair investigation, corrective action, firm non retaliation, and continuous improvement. Where a risk appears, we act on it.

06 | OUR CLOSING COMMITMENT

Quantum Systems is committed to protecting children and young workers through prevention that can be evidenced. We will keep our verification disciplined, our oversight current, and our escalation ready, so that risk is caught early and handled responsibly.

Quantum Systems Management Pvt. Ltd.