



شین زر ایگریکلچر تردینگ کمپنی ®

خوشحاله کر کیله , خوشحاله ژوند

SHEENZAR AGRICULTURE TRADING Co ®

Happy Agriculture, Happy Life

Prevention of Sexual Exploitation and Abuse (PSEA) Policy Aligned with UN Standards, Islamic Principles, and Afghan Law

1. Policy Purpose

To establish a zero-tolerance environment for sexual exploitation and abuse (SEA) within SHEENZAR AGRICULTURE TRADING COMPANY, ensuring compliance with:

1. UN Standards: Adherence to the IASC Six Core Principles and UN protocols for system-wide coordination.
2. Islamic Ethics: Prohibition of exploitation and abuse as violations of Quranic principles (Surah An-Nur 24:2–5 on dignity and justice).
3. Afghan Law: Alignment with the Afghan Penal Code (Articles 424–428 on sexual harassment) and labor laws.

2. Scope

Applies to all employees, contractors, partners, and stakeholders involved in company operations, including field activities in rural Afghanistan.

3. Prohibited Conduct

Sexual Exploitation and Abuse (SEA) includes:

- Any sexual activity with individuals under 18 (per Afghan legal age).
- Exchange of goods, services, or employment benefits for sexual favors.
- Sexual harassment, including verbal, physical, or digital abuse.
- Failure to report SEA incidents (mandatory for all staff).

Prohibitions align with UN definitions of gross misconduct and Islamic rulings on modesty (Hadith: Bukhari 5887).

4. Reporting Mechanisms

- Confidential Channels: A 24/7 hotline (+93-799670862) and secure email (psea@sheenzar.com).
- Local Compliance: Reports forwarded to Afghan authorities per Article 26 of the Law on Elimination of Violence Against Women (EVAW).
- Protection: Guarantee of no retaliation against reporters, per UNHCR guidelines

5. Investigation & Disciplinary Action

- Investigative Committee: Includes HR, legal advisors, and an Islamic scholar to ensure cultural/religious sensitivity.
- Timeline: Resolution within 30 days.
- Consequences:
- Termination for confirmed cases
- Legal prosecution under Afghan law (Article 427 of the Penal Code).

Sheen Zar Agriculture Trading Co.

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6. Prevention Measures

- Training: Annual workshops integrating:
- UN protocols for victim support
- Islamic teachings on workplace ethics.
- Afghan legal obligations.
- Awareness: Posters in Dari/Pashto displayed in offices and field sites.
- Partnerships: Contracts requiring third parties to adopt this PSEA policy.

7. Victim Support

- Immediate Assistance: Access to medical care, counseling, and legal aid through partnerships with local NGOs.
- Confidentiality: No disclosure of victim identities without consent.
- Cultural Sensitivity: Female staff members assigned to support female victims, respecting Islamic norms.

8. Compliance & Monitoring

- Audits: Quarterly reviews by an independent PSEA focal point.
- Reporting: Annual transparency report shared with Afghan authorities and UN agencies

Approved by:

M. BASHIR ARIAN

Business Development and Resource Mobilizations (BDRM)

Date: March 19, 2024



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