



KM WORLD LEADERS

Protection & Safeguarding Policy for Working with World Leaders

1. Policy Statement

KM World Leaders is committed to providing a safe, ethical, respectful, and professionally protected environment for all individuals who engage with our World Leaders ecosystem, including clients, partners, coaches, trainees, consultants, and participants. We uphold the highest standards of integrity, professionalism, equality, safeguarding, confidentiality, and lawful conduct in all engagements worldwide.

2. Scope

This policy applies to all KM World Leaders programmes, events, training, coaching, and consulting services, and to all employees, partners, coaches, trainees, consultants, representatives, clients, participants, members, and guests, across physical, digital, and hybrid environments.

3. Professional Conduct & Ethical Standards

All individuals working with or representing KM World Leaders must act with honesty, integrity, and professionalism; treat others with dignity, respect, and fairness; avoid harassment, bullying, discrimination, or abuse of authority; maintain appropriate professional boundaries; avoid conflicts of interest or declare them where they arise; and comply with all applicable laws, regulations, and organisational policies.

4. Safeguarding & Wellbeing

KM World Leaders is committed to safeguarding all individuals by protecting participants from exploitation, harassment, or harm; providing safe learning and professional environments; taking concerns about misconduct, abuse, or unethical behaviour seriously; acting promptly and fairly on any safeguarding concerns or complaints; and ensuring no retaliation against anyone who raises a genuine concern.

5. Equality, Inclusion & Accessibility

KM World Leaders provides equal access and fair treatment regardless of disability, gender, age, race, ethnicity, religion, belief, sexual orientation, gender identity, nationality, or background. We will make reasonable accommodations and adjustments to ensure inclusive participation wherever practicable.

6. Confidentiality & Data Protection

KM World Leaders is committed to protecting confidential business, client, and personal information; handling data in accordance with applicable data protection and privacy laws; using information only for legitimate professional purposes; and maintaining secure systems and responsible information sharing practices.

7. Professional Boundaries & Reputation Protection

All communications must remain professional and respectful. Misrepresentation of roles, titles, or authority is prohibited. Unauthorised use of KM World Leaders branding, materials, or intellectual property is not permitted. Any behaviour that may damage trust, credibility, or reputation may result in disciplinary or contractual action.

8. Complaints, Concerns & Whistleblowing

Any individual may raise concerns relating to unethical behaviour, harassment, discrimination, abuse, safeguarding risks, breach of confidentiality, misuse of data, or misconduct. KM World Leaders commits to treating all concerns seriously, investigating fairly and promptly, taking appropriate corrective action, and protecting individuals from retaliation.

9. Enforcement

Breaches of this policy may result in corrective action, suspension or termination of contracts or partnerships, removal from programmes or roles, and legal action where appropriate.

10. Statement of Commitment

KM World Leaders is committed to building a world-class, ethical, safe, and trusted leadership ecosystem. We believe true leadership is built on trust, protection, integrity, respect, and accountability. Signed: Dr & Professor Kuldipak Marwaha CEO & Visionary World Leader KM World Leaders