

REPUBLIC OF CAMEROON

Peace – Work – Fatherland

MINISTRY OF ECONOMY, PLANNING AND REGIONAL DEVELOPMENT
COCOA AND COFFEE VALUE CHAINS DEVELOPMENT FUND (FODECC) —

RACINE PROJECT

RACINE PROJECT SEAH CODE OF CONDUCT

Prevention of sexual exploitation, abuse and harassment

Derived from the MINEPAT SEAH Code of Conduct (signed on 18 March 2026)

To be signed by all project personnel, contractors and agricultural advisors

July 2026

PREAMBLE

This Code of Conduct sets out the ethical and behavioural standards expected of every person involved in the implementation of the RACINE project. For the project, it derives from the MINEPAT SEAH Code of Conduct signed by the Minister on 18 March 2026, whose prohibitions and obligations it reproduces. It falls within the framework of the SEAH Prevention and Response Policy (POLI-SEAH) and the MINEPAT SEAH Action Plan.

The project applies zero tolerance for any form of sexual exploitation, abuse and harassment (SEAH).

I. PURPOSE AND SCOPE

This Code applies to all project personnel, contractors and suppliers, agricultural advisors and any person acting on behalf of the project, without exception of rank or function. Its acceptance, evidenced by signing the commitment form in the annex, is a condition for working on the project.

II. DEFINITIONS

The definitions used are those of the MINEPAT SEAH Policy (§IV): sexual exploitation, sexual abuse and sexual harassment, as well as unacceptable and prohibited behaviours.

III. ABSOLUTE PROHIBITION

Sexual exploitation and sexual abuse are prohibited in all their forms. Without prejudice to this principle, no member of personnel, contractor, advisor or sub-contractor shall:

- take advantage of a position of authority to obtain sexual favours;
- engage in sexual relations with beneficiaries, children or vulnerable persons;
- sexually harass colleagues, partners or community members through proposals or requests of a sexual nature;
- consume or distribute material of a sexual nature in connection with project activities.

These prohibitions reproduce Article 5 of the MINEPAT SEAH Code of Conduct.

IV. PROTECTION OF VULNERABLE GROUPS

Particular attention is given to women, persons under 18, persons with disabilities and marginalised or vulnerable communities, in accordance with Article 6 of the MINEPAT SEAH Code of Conduct.

V. DUTY TO REPORT

Any person who believes they have been a victim or witness of a SEAH incident is required to report it. Reporting is made through the channels of the project's grievance redress mechanism, in safe and confidential conditions, without fear of retaliation. Anonymous complaints are admissible. SEAH complaints follow a dedicated, survivor-centred pathway, with response triggered within 72 hours.

VI. MANDATORY TRAINING

Every person covered by this Code undergoes SEAH training covering, in particular, definitions and concrete examples, reporting procedures and each person's roles in prevention and response, in accordance with Article 7 of the MINEPAT SEAH Code of Conduct.

VII. RESPONSIBILITY OF MANAGERS

Managers and team leaders ensure compliance with this Code, the dissemination of information and the referral of concerned persons to the grievance redress mechanism, in accordance with Article 15 of the MINEPAT SEAH Code of Conduct.

VIII. CONTRACTORS AND CONTRACTUAL CLAUSE

Compliance with this Code is a contractual obligation for every project contractor and supplier. A SEAH clause is inserted into procurement documents and contracts, in accordance with Article 16 of the MINEPAT SEAH Code of Conduct. Any breach constitutes serious misconduct, which may extend to termination of the contract and referral to the courts.

IX. BACKGROUND CHECKS

Recruitment of project personnel is subject to background checks and the signing of a sworn declaration, in accordance with Article 17 of the MINEPAT SEAH Code of Conduct.

X. SANCTIONS

Any violation of this Code exposes its author to the sanctions provided for by the SEAH Policy (§IX) and the MINEPAT SEAH Code of Conduct. Investigations are conducted by the General Inspectorate (IGEFS) and sanctions by the CELCOR/SEAH Unit.

XI. DISSEMINATION AND ENTRY INTO FORCE

This Code is disseminated to all covered persons (Article 18 of the MINEPAT SEAH Code of Conduct) and takes effect upon signature of the annexed commitment form (Article 20). It is the subject of continuous awareness-raising throughout project implementation.

ANNEX — COMMITMENT FORM

To be completed and signed by each person working on the project.

I, the
undersigned,
.....,

function /
organisation:
..

working in any capacity whatsoever in the implementation of the RACINE project, declare that I:

- have read this project SEAH Code of Conduct and accept all its provisions;
- will refrain from any act of sexual exploitation, abuse or harassment;
- will report any SEAH incident of which I become aware, through the channels of the grievance redress mechanism;
- understand that any breach exposes me to sanctions, which may extend to termination of my engagement and referral to the courts.

Done at	Date	Signature