

Responsible Business

Standards for the Protection of Minors

Implementation of new policy
at Fujitsu GDC Poland



Location: Poland

People: 50

More information:
www.fujitsu.com

Following significant amendments to the Family and Guardianship Code, known as *Kamilek's Act*, a vetting process has been introduced at GDC Poland to meet and address the requirements set for all organisations having contact with minors.

Challenge

The beginnings of the legislation protecting minors dates back to the previous century. Yet, the law appeared to be insufficient due to high number of crimes against children. Therefore, the Ministry of Justice decided to introduce a new enhancement that obliges all people working with minors to obtain certificate of clear criminal record. The general wording of the rules made them not entirely clear, especially for companies, like Fujitsu, which don't have education of minors at its core business.

Solution

Fujitsu run various educational and volunteering programs from beneficiaries from schools and NGOs. In consequence, it decided to design its own Standards for the Protection of Minors. Employees' vetting process includes checks against Polish and foreign records (if necessary). Then the company checks the certificates from its side. The cost is covered from the company budget. The documents are attached to the personal records to act in compliance with the "Kamilek's Act."

Outcomes

By December 2024, 48 employees successfully completed the vetting. Implementing appropriate procedures at GDC allowed the company to conduct social campaigns with the participation of employees and their children. It also enables GDC to continue the internship programs for minors. At the same time, it protects Fujitsu as an employer and its employees regarding legal claims and possible penalties. Approx. 2500 minors, the target group for Fujitsu activities – will benefit from the new standards.



“We have introduced an even more secure space for minors we regularly host.”

Antoni Krzemieniewski, Senior Legal Expert



Operating in compliance with Polish law



Creating a safe space for minors.

The Kamilek's Act to enhance child protection in Poland

The Act on the Protection of Minors, the so-called Kamilek's Act, entered into force on February 15, 2024. It brought significant amendments to the Family and Guardianship Code and imposed the obligation to introduce standards for the protection of minors in all organisations working with underage by August 15, 2024.

The vetting process for GDC Poland employees working with minors was designed and introduced thanks to fruitful collaboration of HR, legal partners, the Employer Branding Team, and GRiP leaders. This process sets obligations for Fujitsu as an employer.

Following the amendments, whenever an organisation's activity is aimed at minors, all people involved need to be verified by undergoing a vetting process that includes obtaining a certificate from the criminal records. Such a certificate must be obtained from all countries where a given employee has lived within the last 20 years. Obtaining certificates from foreign criminal records is considered one of the most challenging parts of the entire process.

The regulations needed to be more precise initially. Introducing the vetting procedures was time- and cost-consuming and required additional communication with all employees engaged in activities aimed at minors.

Knowing that the Ministry of Justice plans to amend the Act further, it is essential to keep adjusting the internal procedures to comply with all the obligations set for entities operating in Poland.