



CHILD PROTECTION POLICY

HOTEL JARDÍN TECINA

INTRODUCTION

This policy affirms Hotel Jardín Tecina's fundamental belief that children have the right to be protected and free from abuse and exploitation. Hotel Jardín Tecina endorses the UN Convention on the Rights of the Child (1989), and specifically Article 19 which states that:

Parties shall take all appropriate legislative, administrative, social and educational measures to protect the child from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has the care of the child.



This policy seeks to address the important issue of child protection at all levels affected by the work of our hotel, and will be revised regularly to ensure it remains relevant and complies with current legislation. Hotel Jardín Tecina believes that the protection of children from abuse and exploitation is the responsibility of all those who participate in the work space of the hotel, including staff and direction. In keeping with the UN Convention on the Rights of the Child, Hotel Jardín Tecina considers a child to be a person under the age of 18 years.

PURPOSE OF POLICY This policy provides a practical guide to prevent child abuse and exploitation in our facilities and

it demonstrates our

commitment to protect children from harm and abuse. It aims to educate our staff about child abuse and exploitation and promote a child safe and a child friendly culture where everyone is committed to keeping children safe from harm.

Additionally, the policy provides guidance on how to respond to concerns and allegations of child abuse or exploitation.

Hotel Jardín Tecina must adhere to local and international child protection criminal laws, which prohibit the abuse and exploitation of children. These include local laws, and international laws and Conventions in relation to all forms of child abuse and child exploitation, including: child sex tourism, child sex trafficking, child labor and child pornography.



CHILD PROTECTION POLICY

IMPORTANT CONCEPTS

To understand the scope of this policy, it is important to understand a number of concepts and definitions which are used in the policy.

According to Childwise¹, abuse of a child can occur in several different ways, including:

- Physical abuse: Occurring when a person purposefully injures or threatens to injure a child or young person and can take the form of slapping, punching, shaking, kicking, burning, shoving or grabbing
- Emotional abuse: A chronic attack on a child or young person's self-esteem, taking the form of name calling, threatening, ridiculing, intimidating or isolating a child or young person
- Neglect: The failure to provide the child with the basic necessities of life, such as food, clothing, shelter, space, and supervision, to the extent that the child's health and development are placed at risk
- Sexual Abuse: When a child or young person is used by an older or bigger child, adolescent, or adult for his or her own sexual stimulation or gratification

Child abuse and exploitation generally refers to one or more of the following:

- Committing or coercing another person to commit an act or acts of abuse against a child
- Possessing, controlling, producing, distributing, obtaining or transmitting child exploitation material
- Committing or coercing another person to commit an act or acts of grooming or online grooming

Child abuse material is material that depicts (expressly or implicitly) a child under 18 years of age as a victim of torture, cruelty or physical abuse.

Child exploitation material is the collective description for material, irrespective of its form, which constitutes child abuse material or child pornography material.

Child pornography material depicts, or is a representation of, a person who is, or appears to be, under 18 years of age and who is, or appears to be, engaged in a sexual pose or sexual activity, or is in the presence of a person who is, or appears to be engaged in, a sexual pose or activity, and does this in a way that a reasonable person would, in all the circumstances, regard as being offensive.

Grooming generally refers to behavior that makes it easier for an offender to procure a child for sexual activity. For example, an offender might build a relationship of trust with the child, and then seek to make that relationship a sexual one (for example by encouraging romantic feelings or exposing the child to sexual concepts through pornography).

Online grooming can occur when a person sends an electronic message with indecent content to a person who the sender believes to be less than 18 years of age, with the intention of procuring the recipient to engage in or submit to sexual activity with another person, including but not necessarily the sender.

INTRODUCTION All members of our staff will conduct themselves in a manner which ensures children's rights and needs are always given priority. Children are often at risk from abuse and exploitation from a variety of sources. It is the responsibility of our direction to minimize this risk by promoting and being examples of good practice in identifying and managing potential risks.



CORE OBLIGATIONS Hotel Jardín Tecina will act at all times to ensure children's safety and protection. We value our staff and will support their active contribution to achieving this goal:

- Maintain and promote a safe environment for children to participate in the activities during their visit.
- Organize work to minimize the risk of all forms of child abuse and exploitation and accidental harm to children
- Take action to inform themselves and others on the rights of the child and specifically child protection
- Treat all children with the highest standards of respect and courtesy
- Listen to children
- Be aware of how their interactions with children may be seen by the children themselves and others
- Immediately report any allegations or suspicions of child abuse to the Management
- Respond swiftly and in confidence to any such allegations
- Conduct them in a manner that is consistent with the values that our company promotes.

In addition, we will:

- Consider children's health, safety and well-being, and their best interests, as paramount
- Not condone or participate in behavior involving children which is illegal, unsafe or abusive
- Avoid being placed in compromising or vulnerable positions
- Not discriminate against or show favors to particular children
- Not use our position of authority inappropriately
- Not use our relationship with children to obtain inappropriate favors
- Realize that we are always the responsible parties, even if a child behaves inappropriately
- Not behave in a way whereby our actions (physical, verbal or otherwise) are or could be perceived as offensive, inappropriate, abusive, neglectful or exploitative.

ANY BREACH OF THE CODE OF CONDUCT CAN LEAD TO DISMISSAL FROM EMPLOYMENT OR SERVICE AND MAY RESULT IN LEGAL PROCEEDINGS

CORE PRINCIPLES.

The following six core principles are specifically adopted as part of this policy, and will be incorporated into all relevant documents and agreements entered into or adopted by Hotel Jardín Tecina:

- All forms of abuse and exploitation of children by our employees constitute acts of gross misconduct and are therefore grounds for termination of employment.
- If an employee develops concerns or suspicions regarding any type of child abuse or exploitation she/he must report such concerns via established reporting mechanisms.
- Our staff is obliged to create and maintain an environment that prevents all forms of abuse and exploitation of children. The Management has particular responsibilities to support and develop systems that maintain this environment.
- Sexual activity with children (persons under the age of 18) is prohibited regardless of the age of majority or age of consent locally. Mistaken belief in the age of a child is not a defense.
- Exchange of money, employment, goods, or services for sex, including sexual favors or other forms of humiliating, degrading or exploitative behavior is prohibited. This includes exchange of assistance that is due to beneficiaries.

CHILD PROTECTION PROCEDURES

ORGANISATIONAL AWARENESS AND ADVOCACY

All employees will be informed of our child protection policies and compliance with them is expected. Any breach is treated with the utmost seriousness and will be investigated and dealt with accordingly.

Child protection awareness will be included at all stages of our work, including the hiring, orientation and training of all employees.

Hotel Jardín Tecina will ensure that all our staff have read and are aware of this policy. Any changes made to the policy will be communicated immediately.

RECRUITMENT Hotel Jardín Tecina is committed to child safe recruitment, selection and screening practices. All employees will be

informed of this policy during the recruitment process. All employees and volunteers will be required to sign an acknowledgement that they have both read this policy and will comply with its requirements.

Where the company determines it is necessary or appropriate, employees, particularly those who conduct work that brings them into direct contact with children, must provide a “working with children” or similar clearance from the applicable regulator and/or assist our management to make background checks, which may include police or criminal history checks. All staff will be required to provide original proof of identity documents such as a birth certificate, passport, driver’s license and relevant qualifications, when requested by the company to do so.

Hotel Jardín Tecina may refuse to employ, or terminate the employment of, any person who it reasonably believes may pose a risk to children.

TRAINING This policy will be made available to all staff, and others visiting or involved with our company work. It is

the

responsibility of the Management to ensure that all departments, have a copy and that all staff is aware of, and trained on, this policy.

Staff will be made aware of the importance of their own responsibility in the upholding and implementation of this policy. Any violation of the policy (including any suspected or known abuse or exploitation) must be reported directly to the Management.

MARKETING AND PRINTED MATERIAL

Hotel Jardín Tecina undertakes all reasonable precautions to protect paper and electronic information about children. At all times staff are required to adhere to our policies in relation to privacy and photography – use of image. All communications involving children must use pictures and text that are decent and respectful.



ALLEGATION REPORTING, MANAGEMENT AND INVESTIGATION

Hotel Jardín Tecina is committed to doing all it possibly can to prevent the abuse of children and to hold accountable all those who do.

ALL EMPLOYEES ARE REQUIRED TO REPORT IMMEDIATELY TO THE MANAGEMENT ANY:

- Disclosure or allegation from a child or community member or employee regarding the safety, abuse or exploitation of a child
- Observation of concerning behavior by any employee that breaches this policy or the Child Protection Code of Conduct
- Inappropriate use of our technology, including computers and photographic equipment
- Person engaging in suspicious behavior that could be associated with child abuse or exploitation or trafficking

All our actions will be focused on preserving the integrity, and respecting the children's rights as a main piece in our daily work.

A handwritten signature in blue ink, consisting of a stylized 'A' followed by a long horizontal stroke.

Tecina, 24.02.2025

Management

Hotel Jardín Tecina

Protocol in case of suspected child abuse.

HEAD OF DEPARTMENT

Each worker must inform their Head of Department, any abnormal behavior.



PUBLIC RELATIONS

The Public Relations Department is responsible for collecting the information and prepares report of each case.



MANAGEMENT HJT

The management will be responsible for determining in each case, according to the information collected, how to proceed. If deemed appropriate will be notified to local authorities.