



CHILDREN PROTECTION POLICY

Our Child Protection Policy is applicable to all REGNUM HOTELS guests, employees, interns, and employees of third-party service providers. As REGNUM HOTELS, it reflects our commitments to the protection of children and the respect for children's rights.

Our Objective

- To protect all children and young people using REGNUM HOTELS facilities and services.
- To instill the fundamental principles of children's rights and child protection to all our employees.
- To ensure the creation of environments where children can be free from any form of violence, healthy, and safe within the framework of the goal of protecting children's rights, allowing them to play and learn.

Our Commitments to Protect Children

- **Health and Happiness of Children:** The health and happiness of children are of the utmost importance. We are committed to ensuring that every child grows up in a safe and healthy environment.
- **Equal Rights:** Regardless of age, disability, gender, racial origin, religious belief, sexual orientation, or identity, all children have the same rights to protection from harmful actions or abuse.
- **Special Sensitivity to Vulnerable Children:** Some children are more vulnerable due to their past experiences, levels of dependence on others, communication needs, or other factors. We prioritize these sensitivities and provide special protection for these children.
- **Collaboration with Children:** We collaborate with children, youth, their parents, caregivers, and other intermediaries. This is fundamental to supporting the health and happiness of children.

Our Implementation Principles

In our commitment to protecting children and young people, we pledge to:

- Value, respect, and listen to them.
- Incorporate child protection practices into our procedures and establish codes of conduct for employees, suppliers, service providers, etc.
- Develop and implement an effective security policy and related procedures.
- Provide effective management through supervision, support, and training for employees and volunteers.
- Safely hire employees and interns after ensuring that all necessary and relevant checks are carried out.
- Share information with children, parents, employees, and other stakeholders about child protection and good practices.
- Strive to keep them safe by sharing concerns with relevant agencies that need to be informed and involving parents.

This policy reflects REGNUM HOTELS' commitment to protecting children. We encourage all our employees and business partners to embrace and implement these commitments.