

## POLICY FOR THE PROTECTION OF THE CHILD

The Child Protection Policy applies to each person working or associated with CM Hotels and includes, without limitation, staff at all levels, hotel guests and visitors.

Hotel Staff, Clients, and Visitors must:

- I. Not to **abuse and/or exploit** a child or to act in any way that puts the child at risk of harm.
- II. **Report** any concerns they have regarding **child abuse or protection** in accordance with applicable local office procedures.
- III. **Respond to a child** who has been abused or exploited in accordance with the **applicable procedures** of the local office.
- IV. **Fully and confidentially cooperate** with any investigation into concerns or allegations.
- V. **Contribute** to creating an environment where **children are respected** and encouraged to speak out about their concerns and rights.
- VI. **Always ask children** (or, in the case of young children, their parents or guardians) **for permission** before taking pictures (e. g. photographs, videos) of them.
- VII. **Respect your decision** to say no to taking the picture. Make sure that any image taken of boys and girls is respectful. Children's stories and images should be based on the best interests of the child.
- VIII. **In the event of any suspicion of abuse, exploitation or misconduct towards a minor**, the hotel staff is obliged to report it to the address for transmission directly to the appropriate authorities, in this case the local police of Sant Llorenç.



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