

## Child Protection Policy

1. Avoid any violation of human rights of children and address any negative impact on human rights in which the company is involved. For the company's own activities and those of its trading relationships in terms of operations, products or services.
2. Besides promoting respect for human rights, encourage voluntary actions that seek to promote children's rights, through core business activities, strategic social investments and philanthropy, advocacy and participation in public policy as well and work in cooperation with other organizations and other measures of collective action.
3. Developing initiatives that actively support children's rights. Each principle in child rights and business principles establish measures to respect these rights and measures to promote children's rights, such as:
  - ♣ Meet their responsibility to respect and promote the rights of the child.
  - ♣ Contributing to the eradication of child labor in all business activities and trade relations.
  - ♣ Ensure the protection and safety of children in all activities and facilities of the hotel.
  - ♣ Ensure that products and services are safe and that through them children's rights are promoted.
  - ♣ Use marketing and advertising that respect and support children's rights.
  - ♣ To respect and promote children's rights in security arrangements.

### CODE OF CONDUCT AND PRACTICE FOR STAFF

Med Playa is committed to creating an environment in which children and young people can feel comfortable and safe during their stay in our facilities. Personnel must at all times show respect and understanding for the rights, safety and welfare of the individual and behave in a manner that reflects the principles of Medplaya.

The staff is committed to:

- ♣ Treat children with respect and dignity.
- ♣ Always listen and take interest in what a child is communicating.
- ♣ Respect the child.
- ♣ Striving to be an example we want others to copy.
- ♣ Use appropriate language with children and youth.
- ♣ Respect the right to privacy of the child.
- ♣ Staff should never be alone with a child out of sight of others.
- ♣ Staff should be aware that someone could misinterpret our actions however well-intentioned they might be.
- ♣ In the unlikely event you have to attend to a child alone, do everything possible to make this meeting is made as open as possible, if privacy is required ensuring that other colleagues are informed or other staff member is present or aware of this meeting.