

Health & Safety Policy at Work

II: CHILD & YOUTH PROTECTION POLICY

*The Management of **MINOS COLLECTION** Hotels, based in Rethymno, Crete , as part of its efforts to protect children from all forms of abuse and recognizing its responsibility to promote the well-being of all children and young people so that they are safe, has formulated the following policy for the protection of children and young people.*

The Company and its Management recognize that:

- ✓ all children, regardless of age, disability, gender, racial heritage, religious beliefs, sexual orientation or identity, have the right to equal protection from all forms of harm or abuse.
- ✓ some children are more vulnerable due to previous experiences, their level of dependence, particular communication difficulties or other issues.
- ✓ Promoting the well-being of children and young people requires the cooperation of many. It starts with the children themselves and their parents or guardians, but is directly and/or indirectly influenced by the social context in which they live.

For these reasons, it aims to:

- ✓ to protect children and young people when they enter the company's premises
- ✓ to demonstrate particular sensitivity when developing products consumed by these groups
- ✓ to promote, both among its staff and other parties involved, the principles that govern it with regard to the protection of young people and children

To achieve this, the company takes the following actions:

- ☞ adopting child protection practices through procedures and a code of conduct for staff
- ☞ developing and implementing an effective health and safety policy and related procedures
- ☞ recruiting staff ensuring that all necessary and appropriate checks are carried out
- ☞ designing training and awareness-raising activities for both staff and the local community
- ☞ sharing info on child protection and good practices with kids, parents, staff, and the local community
- ☞ reporting any behavior or concerns that come to the attention of management or staff and involve children or young people on the hotel premises to the 1056 hotline (National SOS line for children
- ☞ All our hotel employees receive regular training on how to recognize and report cases of child exploitation and abuse.

Staff at all levels of the company are aware of the Company's Child & Youth Protection Policy and are required to contribute to its implementation.

The Company Management is committed to supporting the implementation of the Policy.

01/04/2024

The Management