



THE PROTECTION OF MINORS POLICY August 2017

Object

In relation to labour protection:

- To avoid any type of minors for labour exploitation purposes on the facilities of the Bahía del Duque.
- To avoid any type of minors for the purpose of sexual exploitation on the facilities of the Bahía del Duque.

In relation to physical and moral integrity, avoid:

- The imposition of work or forced labour, slavery or practices similar to slavery, servitude or mendicity.
- Sexual exploitation, including pornography.
- The extraction of bodily organs.
- Any type of attack against the sexual freedom of a minor, using violence or intimidation as responsible for sexual aggression.
- Acts that violate freedom or sexual indemnity as responsible for sexual abuse.
- To contact through the Internet, phone or any other information or communication technology with a minor under 16 years of age in order to arrange a meeting to commit any of the crimes described.
- Acts of obscene exhibitionism before minors on the facilities of the Bahía del Duque.
- To sell, share or display pornographic material to minors.
- To induce, promote, favour or facilitate the prostitution of a minor.
- To solicit, accept, or obtain in exchange for remuneration or a promise, a sexual relation with a minor.



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- To capture or use minors or those incapacitated for the purpose of exhibitions or pornography, both public or private, or to produce any type of pornographic material, in any type of formal, or to finance any of these activities to benefit from them.
- To produce, sell, distribute, display, offer or facilitate the production, sale, broadcast or exhibition by any means of pornographic material where minors or those incapacitated have been used, even if the material has its origin abroad or it be unknown.
- To force participation on the grounds of the Bahía del Duque of a minor or those incapacitated in behaviour of a sexual nature that can impair the evolution of development of their personality.
- To provide or dispense by any means, burdensome or nor, of all type of alcoholic beverages or tobacco ot minors under the age of 18, even with the consent of their parents, tutors or guardians.
- To use recreational or leisure machinery.
- To ensure that the shows intended for minors finish no later that 11pm.
- To produce shows, without installation of decorative elements, or issuing propaganda that puts at risk the physical, psychological or moral integrity of minors.
- To have access to any type of instruments installed or located in the establishment through which images or sounds not suitable for minors are broadcast or received.
- Access to the establishments that support gambling activities or activities of a sexual nature.
- Entrance of minors in the establishments that support musical activities, except for teen discos, nightclubs with shows, children and youth concerts, musical restaurants, as well as when there are live performances and they are accompanied by a parent or guardian. When the performance ends, minors are not allowed to stay in the establishment.
- That minors under the age of 14 have access to youth discos



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Responsibility

- Compliance of this procedure is the responsibility of all employees of the hotel and of the other companies of Grupo CIO that provide them with services.
- The companies of the hotel are responsible for the information and training on this subject.

Action

- During staff training, information on the behaviours expressed in this document will be provided, so that all personnel can recognize these behaviours and bring them to the attention of their respective department managers.
- Any staff members who detect any conduct specified in this procedure or other not contained but which obviously goes against the physical or moral protection of a minor, must report it immediately to a superior without detriment of the direct communication to the head of the Security Department. This communication will be made without undue delay and in a reliable manner.

Francisco Javier Zamorano
CEO of Grupo CIO