



THE PROTECTION OF MINORS POLICY

August 2017

Updated 1.1 · October 2018

Updated 1.2 · November 2022

Updated 1.3 · December 2022

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 not, of all type of alcoholic beverages or tobacco to 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 than 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 who will notify the Police** (through the National Police Telephone 091) without delay, of any relevant information related to the criminal acts stated, based on the obligations from the Spanish Criminal Code to the Criminal Procedure Law and Law 5/2014 on private security.

In accordance with **Organic Law 8/2021 of June 2 on the integral protection of children and adolescents against violence**.

Article 15. Duty of communication of the citizenry.

Any person who notices signs of a situation of violence exerted on a minor **is obliged to notify the competent authority immediately** and, if the facts could constitute a crime, to the Security Forces and Corps, to the Ministry Prosecutor or the judicial authority, without prejudice to providing the immediate attention that the victim requires.



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Article 16. Duty of qualified communication.

1. The duty of communication is required of those persons who, **by reason of their position, profession, trade or activity, are entrusted with the assistance, care, teaching or protection of children or adolescents and, in the exercise of the same, have had knowledge of a situation of violence exerted on them.**
2. When they **become aware** of or notice signs of the existence of a possible situation of violence involving a minor, they **must notify it immediately** (in this case to the heads of department and security).
3. They notice a possible violation of the regulations on the protection of personal data of a minor person, they must notify it immediately (in this case to the heads of department and security)
4. Knowledgeable people **must give the victim the immediate attention they need**, provide all the information they have, as well as give their maximum collaboration to the competent authorities.

Article 17. Communication of situations of violence by children and adolescents.

1. Boys, girls and adolescents who were victims of violence or witnessed a situation of violence against another minor person, **may communicate it, personally, or through their legal representatives, to the social services, Police, to the Public Prosecutor's Office or to the judicial authority and, where appropriate, to the Spanish Agency for Data Protection.** (in this case they could seek help and notify any member of the hotel, which they will have to activate the protocol, notify their head of department and security).
2. Public administrations will establish **safe, confidential, effective, adapted and accessible communication mechanisms, in a language they can understand, for children and adolescents**, who may be accompanied by a person they trust that they designate.
3. **Public administrations will guarantee the existence and support of electronic means of communication, such as free telephone lines to help children and adolescents**, as well as their knowledge by civil society, as an essential tool available to all. people for the prevention and early detection of situations of violence against children and adolescents.



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Article 19. Duty to communicate illegal content on the Internet.

1. Any person, physical or legal, **who notices the existence of content available on the Internet that constitutes a form of violence against any child or adolescent**, is obliged to report it to the competent authority (in this case Head of department and security).

Article 20. Protection and security.

1. **Public administrations**, within the scope of their powers, will establish the appropriate mechanisms to **guarantee the confidentiality, protection and security of persons who have brought situations of violence against children and adolescents** to the attention of the authorities.
2. **The educational and leisure and free time centers**, as well as the establishments in which minors usually reside, **shall adopt all the necessary measures to guarantee the protection and safety of children and adolescents** who report a situation of violence.
3. The judicial authority, ex officio or at the request of a party, may agree on the protection measures provided for in the specific regulations applicable to witness protection, when it deems it necessary in view of the risk or danger arising from the formulation of a complaint in accordance with to previous articles.