

# POLICY ON SAFETY AND PROTECTION OF CHILDREN'S RIGHTS

Children are a priority group of stakeholders of Valamar Riviera d.d. (guests, employees' children, employees, members of the local community). They are also the most vulnerable population, which requires special attention to ensure that their human rights are respected. Valamar Riviera d.d. (hereinafter: Company) takes into account the rights of the child in the process of consultation with stakeholders.

The Company considers its direct and indirect positive and negative impacts on children's rights that are linked to business operations, products and services, as well as business relationships, including employees, suppliers, customers and other partners.

## PROTECTING THE CHILDREN'S SAFETY

- We take child protection very seriously, especially the prevention of abuse and sexual exploitation.
- We pay great attention to general safety measures in our facilities, especially in relation to measures to prevent threats to children's safety.
- In all of our facilities, there is one person responsible for taking care of children's safety and for instructing employees on the proper procedure in case of suspected child endangerment.

The Company undertakes to respect **UNICEF's Children's Rights and Business Principles**, namely to:

1. fulfil its responsibility in respecting children's rights and supporting children's human rights,
2. contribute to the eradication of child labour in business activities and business relationships,
3. allow access to decent work for parents and others who take care of children,
4. ensure the protection and safety of children in business activities and at all locations,
5. offer safe products and services and through them try to promote children's rights,
6. respect and promote children's rights in marketing and advertising,
7. respect and promote children's rights in relation to the environment and when buying and using land,
8. respect and support children's rights in the implementation of guard and security work,
9. help protect children at risk of accidents and disasters,
10. support the efforts of local communities and executive authorities aimed at protecting and realizing children's rights.

The Company undertakes to respect national legislative, administrative and other measures on children's rights as well as the Convention on the Rights of the Child,

which was adopted by the UN General Assembly in 1989 and which covers the civil, political, economic, social and cultural rights of children, anywhere in the world and without discrimination. Children's right to survival, full development, protection from harmful influences, abuse and exploitation, as well as full participation in family, cultural and social life is emphasized.

The Company has zero tolerance for violence, abuse and exploitation of children in all its business facilities, properties, resources and communication networks. The Company respects the UN Guiding Principles on Business and Human Rights: Implementation of the United Nations "Protect, Respect and Correct" Framework. The Company respects the International Labour Organization (ILO) Conventions and the Declaration of Fundamental Principles and Rights at Work adopted in 1998.