

Child Protection Policy

Our Commitment

Cinnamon Hotels and Resorts remain committed to creating safe environments pertaining to children and their rights. We are aware that sexual exploitation and other forms of child abuse can occur in the tourism industry. Therefore, we are committed to protecting the children within our properties. Children up to the age of 18 may be subject to many forms of abuse and exploitation including but not limited to,

1. *Physical and verbal abuse, from family members/guardians, other guests, employees or visitors*
2. *Confinement, being locked alone in a room for periods of time*
3. *Abandonment, being left on the premises without proper supervision, undertaking work meant for adults or without special conditions to protect them*
4. *Pornography*
5. *Trafficking*
6. *Sexual abuse*
7. *Prostitution*

For further clarification please refer the UNICEF: International Classification of Violence against Children

In delivering this commitment, Cinnamon Hotels & Resorts will:

- Not employ anyone below the age of 18yrs
- Minors included in trainings or similar activities must be above the age of 16yr. Such activities must be in accordance with national regulations and CH&R regulations
- Ensure that all employees are trained in child protection
- Ensure that all our employees understand why safeguarding the rights of children is important and how it is every employees' responsibility to protect children from harm within our hotels
- Every CH&R property in Sri Lanka will have two certified trainers from LEADS in Sri Lanka and for our Maldivian properties the Ministry of Gender, Family, and Social Services in the Maldives
- Incidents pertaining to child protection will be dealt in accordance with personal data protection regulations
- Make sure to identify and report any incidents to the National Child Protection Authority (1929 Call Centre Helpline) or relevant Police department if necessary and the Ministry of Gender, Family, and Social Services (1421 Social Service Helpline) and the Maldives Police Service
- Have a zero-tolerance policy regarding child pornography, trafficking, sexual abuse or prostitution in our hotels
- This information is communicated to all employees during their induction programs.
- Every hotel will train 200 individuals from the community per quarter.

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