

CHILDPROTECTION POLICY EAST INVESTMENTS LTD.

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VALID FOR EAST INVESTMENTS OOD			

INTRODUCTION Our mission is to work to protect and affirm the rights of the child and to increase the well-being of children in Bulgaria. We are convinced that all forms of abuse/violence and exploitation of children are unacceptable. We believe that it is crucial for child protection to ensure that children have rights, grow up in a safe and secure environment, an environment where they can make choices, express opinions and interact effectively with other children and adults. Child protection is both a corporate and a personal responsibility. All employees have to be aware of the need to integrate child protection into all our activities. Relationships and interactions with individuals and entities found to engage in child abuse/violence and exploitation relationships will be terminated.

WHY THIS POLICY IS NECESSARY? Our goal is to guarantee children's right to protect them from an abuse. from inappropriate treatment by staff, contractors, volunteers, and partners of the organization, without allowing limitations based on race, gender, property, religion, education, or disability. We are convinced that an organization that does not have a child protection policy and guidelines is at greater risk of false or malicious allegations of child abuse, which could damage the reputation of the organization itself, and of the organization as a whole. and seriously harm the organization's ability to raise or receive donor and program funds. The policy will ensure quality selection of the organization's employees and volunteers. It will provide clarity on the attitude that all staff are expected to have towards children, as well as guidelines for action in the event of concerns about a child's safety. the policy and the procedures and guidelines based on it provide guidelines and standards to be applied in practice. This includes various measures such as: procedure for recruiting, selecting and training staff and volunteers, reviewing the structure and management of the organization, creating opportunities for children to be heard and their views taken into account, developing transparent procedures for acting on reports of child abuse by an employee or partner of the organization. The policy and all documents related to it are mandatory for all employees of the organization, as well as for volunteers and persons employed on a civilian contract.

The main provisions of the policy are revised when changes are made to the legislative framework

DEFINITION

1.CHILD– any natural person up to the age of 18, according to the UN Convention on the Rights of the Child and the Child Protection Act. **2.CHILD ABUSE** - is any act of physical, mental or sexual abuse, neglect, commercial or other exploitation leading to actual or probable harm to the health, life, development or dignity of the child, which may take place in family, school and social environments.2

Types of violence:

1."Physical violence" is the infliction of bodily harm, including the infliction of pain or suffering without impairment of health.2."Mental abuse" are all actions that may have a harmful effect on the mental health and development of the child, such as underestimation, mockery, threat, discrimination, rejection or other forms of negative treatment, as well as the inability of the parent, guardian and custodian or of the person caring for the child to provide an appropriate supportive environment.3."Sexual abuse" is the use of a child for sexual gratification.4."Neglect" is the failure of the parent, guardian, custodian or person caring for the child to provide for the child's development in one of the following areas: health, education, emotional development, nutrition, provision of a home and safety when able to do it.

Discrimination and bullying are also forms of violence as they can harm a child, both physically and mentally.**3. Child protection**"Child protection" is a broad term that describes the philosophy, policies, standards, guidelines, and procedures for protecting children from intentional or unintentional harm". In the present context, this refers to the obligations of Aqua Nevis Club Hotel and all persons associated with it towards the children with whom the hotel's employees, volunteers and partners come into contact when carrying out activities and/or projects.

4.Partners:For the purposes of this policy, these are all organizations with which TUI SUNEEO Perla jointly performs services provision and/or project implementation activities.**5.Policy:**An exhibition with which TUI SUNEEO Perla demonstrates its commitment to protecting children from violence and makes clear to everyone what is required in terms of child protection. She contributes to the creation of a safe and secure environment for children and shows that she takes her duties and responsibilities in this regard seriously.

Core Values:Normative base: 1.1.The child protection policy is fully based on the principles of the UN Convention on the Rights of the Child. The CRC provides the overall framework for the protection, provision of services and participation of all children without discrimination for their full experience and development. Although the CRC must be read in its entirety, the following articles form the specific basis of child protection: 1 (definition of child); 2 (non-discrimination); 3.1 (best interests of the child), 3.2 (duty of care and protection), 3.3 (standards of care), 6 (survival and development), 12 (participation), 13 (freedom of expression), 19 (protection from violence), 25 (periodic accommodation review), 32, 33, 34, 36, 37(a) (protection from economic exploitation, use of psychoactive substances, sexual abuse and all other forms of exploitation; torture, cruel, inhuman or degrading treatment or punishment), 39 (physical and psycho-social recovery and social reintegration).3

1.2.Child protection act - art. 3 (principles), art. 7, art. 11 (right to protection against violence), Art. 11 a (protection of the child's personality), Art. 12 (right to expression), Art. 15 (participation in proceedings).**Principales:**

☒All children have an equal right to protection from violence and exploitation.☒All children should be encouraged to make full use of their talents, offering opportunities for an equal start for all.☒Everyone has a

responsibility to support efforts to care for and protect children. Non-governmental organizations have an obligation to take care of the children with whom they and their representatives work. In case of work through their partners, they are responsible for ensuring that their partners' programs meet minimum child protection standards.

TRANSPERANCY:

TUI SUNEI PERLA BELIEVES:

- creating an environment in which child protection issues are openly discussed, both between adults and between children and adults;
- creating opportunities for open communication, both within the organization and between the organization and its partners, with a view to improving awareness and implementation of common child protection policies and practices creating procedures to deal with suspicions, allegations or reports of child abuse openly, consistently and honestly.

Children's participation:

- Children will only benefit from this policy when they are made aware of their rights and an appropriate environment has been created in which to exercise them.
- Creating a safe environment where children feel protected and can speak freely about abuse without being victims of further discrimination or shame.
- Children have the right to communicate - to be able to receive information, ask questions, make choices, and make decisions.
- TUI SUNEIO Perla believes that by helping children to express their opinions, it takes an essential step to help them seek their rights

Child Protection Policy

1. Recruitment and training

- All future employees, volunteers and members will be promptly informed about the policy of TUI SUNEIO Perla in relation to child protection. As part of the job application process, they will be provided with a copy of the Child Protection Policy.
- For all applicants, 2 written recommendations-characteristics will be required, in which their experience in working with children, their relationships with children and colleagues, solving conflict situations with children will be required.
- Each newly appointed member of the staff will go through training according to a previously developed program, which aims to acquaint the trainees with the objectives, functions, organization of work at TUI SUNEIO Perla, as well as with the policies and procedures regarding child protection. He will receive a copy of the policy and will have to sign a statement certifying that he has received, read and understood it.

- Each staff member will receive initial and ongoing training on how to recognize and respond to concerns about child abuse.
- Volunteers, as well as persons hired as independent contractors under contracts, will receive a copy of TUI SUNE0 Perla's child protection policy and will be required to sign a statement certifying that they have received, read and understood it.

2. Rules for appropriate and correct behavior

- Developed to ensure the protection of children, as well as to protect adults from false accusations of inappropriate behavior or abuse/violence. These rules apply to employees, volunteers, members of the management board of the organization, contractors under sponsoring contracts
- Employees of the organization do not allow discrimination, prejudice and rude treatment and language based on race, culture, age, gender, disability, religion, sexual orientation or political views.
- Positive approaches are used to discipline children. The use of physical punishment and other measures that put children in a humiliating position is strictly prohibited.
- The staffing of the company must consider the way it is perceived and the way it looks, in terms of the language used, actions and relationships with minors and children.
- The following actions on the part of employees and volunteers are interpreted as bad practice or potential violence: Having behavior that is inappropriate or sexually provocative; To condone or participate in behavior by children that is illegal, risky or involves violence.

Behaving in a manner designed to embarrass, humiliate, belittle or embarrass a child, or otherwise cause emotional abuse; Discriminate, demonstrate a difference in treatment or favor certain children at the expense of others.

- The employees of TUI SUNE0 Perla should take into account the fact that they may have to work with children who, due to the circumstances and the abuses they have experienced, may use relationships to receive "special attention". The adult is always considered responsible, even when the child has seductive behavior. Adults should avoid putting themselves in a compromising or vulnerable position.
- Inappropriate behavior towards children is grounds for disciplinary action.

4. Visual images related to children

When using visual images - photos and video materials.

TUI SUNE0 Perla strives to present children and families with respect and respect for their dignity.

Given that images are an extremely important element in presenting the organization's work to the public and other partners, as well as for fundraising purposes, TUI SUBNE0 Perla strives to preserve the dignity of everyone it works with and will not use images that are disrespectful or degrading.

When visual images are used, the organization adheres to the following principles:

- Respect the dignity of children and families. People who say they do not wish to be photographed are never photographed. During the consent process, the purpose of the photographs and visual case studies should be explained. Photographers should be carefully instructed regarding the taking of appropriate photographs and the obligation to

enable subjects to refuse consent if they do not wish to participate. Whenever possible, photographers are accompanied by an employee of the organization. The persons representing the child sign a declaration of consent for the child's participation in photographs or video images.

- The subject is not exploited.
- Images are used fairly.
- Standards of good taste and decency are maintained, which correspond to the values of TUI SUNEOPerla
- High technical standards are maintained.
- A suitable photo library is maintained. All images are stored responsibly and documented in detail.

5. Partner organizations

Any arrangement between the Foundation and other partner organizations that provide services to children will require assurances that they have child protection policies and procedures in place, bearing in mind that the absence of such policies may place children and the organization at risk. risk.

When signing partnership agreements, TUI SUSNEO Perla will require one of their clauses to refer to the observance of common principles and standards for child protection.

6. Policy Implementation Procedures

The policy is specified in the following procedures, which are an integral part of it:

- TUI SUNEOPerla Recruitment and Selection Policy and Procedure
- Procedure for reporting witnessed or suspected violence
- TUI SUNEOPerla Policy and Procedures for regulating relations between children and employees, volunteers and employees.