

# CHILD PROTECTION STANDARDS

## in Unirest Group Hotels

Unirest Group Hotels (Unirest Hotele Sp. z o.o. and Unirest Radom Sp. z o.o. Sp.k.) (hereinafter "Hotels") adhere to the legal obligations arising from the Act of May 13, 2016, on counteracting threats of sexual crimes and child protection, as well as the United Nations guidelines on business and human rights. In line with these, the Hotels adopt and implement the Child Protection Standards (CPS). This document outlines the principles and procedures to be followed in the event of suspected child abuse occurring within the hotel and preventive measures to safeguard children, including those with disabilities and special educational needs.

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## General Principles

**1. Respect for Children's Rights:**

The Hotels operate with full respect for the rights of children.

**2. Social Responsibility:**

The Hotels recognize their role in conducting socially responsible business and promoting positive social behaviors.

**3. Duty to Report:**

The Hotels emphasize the importance of the legal and social duty to report any suspected crimes against children to law enforcement authorities and commit to training their employees in this regard.

## Procedures and Actions

**1. Employee Education:**

- The Hotels implement the Child Protection Standards along with detailed operational procedures. They commit to educating their employees about the signs of child abuse and the appropriate, swift response to such situations.
- Every employee is familiarized with the CPS before starting work, confirmed by a signed statement and a commitment to adhere to the rules and procedures outlined in this document.

**2. Employee Recruitment:**

- Individuals employed to work with children are screened in the Register of Sexual Offenders and must provide a certificate from the National Criminal Register.
- Every employee is required to provide a criminal record certificate from countries they have resided in for the last 20 years, if they are not Polish citizens.

**3. Child and Adult Relationship Identification:**

- To ensure the safety of minors, hotel reception staff are required to verify the identity of the child and their relationship with the accompanying adult.
- During check-in, the accompanying adult must present a document verifying the child's identity or a document proving their right to care for the child, such as an ID card, school ID, mObywatel app, Internet Patient Account, or a court ruling. If the ID is unavailable, the child's details (name, surname, address, PESEL number) must be provided.
- If the accompanying adult is not the child's parent or legal guardian, they must present a document such as a notarized parental consent for travel with the child or a signed parental consent containing the child's details, address, contact information for the parent, and the ID number/PESEL of the person entrusted with the child's care.



- If the adult lacks the appropriate documents, they must complete a declaration containing the child's details, the adult's details, and the nature of their relationship. The declaration must also include a statement that the parents/legal guardians have given consent for the care of the child.
- 4. Protection and Support:**
- The Hotels implement procedures aimed at protecting children from all forms of abuse, including physical, psychological, sexual abuse, and neglect.
  - Special attention is given to children with disabilities and special educational needs, with guidelines adapted to the hotel's specific context and scope.

## Communication and Cooperation

**1. Guest Information:**

- The Hotels commit to informing their Guests about adherence to the CPS by posting relevant information on the hotel's website and reservation portals. This information includes the requirement to have documents that allow verification of the child's identity and confirmation of the relationship with the accompanying adult.

**2. Cooperation with Law Enforcement:**

- In the event of suspected crimes against a child, the Hotels commit to promptly notifying the appropriate law enforcement authorities and cooperating fully during the investigation.

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