REETHI FARU RESORT
RAA ATOLL • MALDIVES

Child Protection Policy

1. Policy Statement

Reethi Faru Resort acknowledges its duty of care to safeguard and promote the welfare of all children and young people who may come into contact with our services, staff, or facilities. We are committed to maintaining the highest standards of child protection in line with national legislation, international conventions (including the UN Convention on the Rights of the Child), and industry best practices.

The welfare and interests of children are paramount in all circumstances. This policy ensures that, regardless of age, gender, religion or belief, ethnicity, disability, sexual orientation, or socio-economic background, all children:

- Have a safe, positive, and enjoyable experience during all activities and services provided by the resort or its subcontractors.
- Are protected from all forms of exploitation, abuse, and harassment.

2. Purpose of the Policy

The purpose of this Child Protection Policy is to establish a clear framework for safeguarding and promoting the welfare of children who may come into contact with Reethi Faru Resort, whether directly or indirectly. This policy aims to:

- Prevent all forms of child abuse, exploitation, and neglect within the resort's operations, activities, and partnerships.
- Provide clear guidance and standards of behavior for employees, contractors, and business partners when interacting with children.
- Ensure that effective reporting and response mechanisms are in place for handling any concerns or incidents.
- Promote a safe, respectful, and supportive environment where children are valued, protected, and empowered.
- Align the resort's operations with domestic laws, international conventions, and industry best practices on child safeguarding.

3. Scope

This policy applies to:

- All employees, contractors, and subcontractors of Reethi Faru Resort.
- Guests and visitors where interaction with children is involved.
- Business partners, suppliers, and local communities engaged with the resort.

4. Definitions

- **Child:** Any individual under the age of 18, in line with international standards.
- **Child Protection:** Preventing and responding to abuse, neglect, exploitation, and violence affecting children.
- **Exploitation:** Includes commercial sexual exploitation, child labor, trafficking, and any other form of harmful use of children.

5. Policy Commitments

5.1 Safeguarding and Wellbeing

- Promote and prioritize the safety, dignity, and well-being of all children.
- Ensure activities, excursions, and cultural interactions with local communities, respect children's rights and safety.

5.2 Prevention of Exploitation and Abuse

- Strictly prohibit sexual exploitation of children in any form.
- Prevent the employment or deployment of underage or unsuitable individuals.
- Ensure no locally sourced product is purchased, used, or promoted if produced with child labor.

5.3 Code of Conduct

All employees and partners must adhere to a documented Code of Behavior that:

- Sets clear expectations for professional boundaries with children.
- Prohibits physical punishment, inappropriate touching, sexualized language, or exploitation of children in any form.
- Require respectful, non-discriminatory interaction with children.

5.4 Recruitment and Training

- Robust recruitment practices, including background checks, to prevent employment of unsuitable individuals.
- Mandatory training for staff on child protection, exploitation prevention, and appropriate reporting procedures.

5.5 Reporting and Response

- All concerns or incidents must be reported immediately to management or authorities.
- Confidential, detailed, and accurate records of safeguarding concerns will be securely maintained.
- Support will be provided to children and individuals who raise or disclose concerns.
- Emergency contacts:
  - Resort Reception: +960 400 4000
  - Police: 119
  - Any staff member (trained to escalate immediately).

5.6 Partnership and Social Responsibility

- Collaborate with local and international organizations dedicated to child welfare.
- Support awareness programs in the community on child protection and exploitation prevention.

6. Accountability and Responsibilities

- **General Manager:** Holds overall accountability for implementation and compliance.
- **Department Heads and HR:** Ensure staff compliance, training, and awareness.
- **All Employees:** Share responsibility for upholding child protection standards.

7. Monitoring and Review

This policy will be:

- Reviewed annually, or earlier if triggered by legislative changes, new guidance, or significant incidents.
- Updated in consultation with child protection experts and relevant stakeholders.

8. Non-Compliance

Failure to comply with this policy by any employee, contractor, or partner will result in disciplinary action, up to and including termination of employment or contract, and referral to law enforcement where necessary.

Peter Gremes

General Manager

Annex-1

Code of Conduct on Child Protection

All employees, contractors, partners, and associates of Reethi Faru Resort are required to adhere to the following standards of behavior when interacting with children. These standards are designed to protect children from harm and ensure safe, respectful, and professional conduct at all times.

1. General Principles

- Treat all children with dignity, fairness, and respect, regardless of age, gender, ability, race, religion, culture, or socio-economic status.
- Always prioritize the welfare and safety of children.
- Maintain professional boundaries at all times in interactions with children.

2. Appropriate Behavior

Staff and partners must:

- Conduct themselves in a manner that sets a positive example for children.
- Encourage children's right to participate in activities in a safe and supportive environment.
- Immediately report any concerns, suspicions, or incidents of abuse or exploitation.
- Ensure interactions with children are visible and transparent (e.g., avoid being alone in secluded areas).
- Respect children's privacy, personal space, and cultural values.

3. Prohibited Behavior

Staff and partners must not:

- Engage in any form of sexual activity or sexualized behavior with a child.
- Use language, gestures, or behavior that is inappropriate, offensive, discriminatory, or abusive.
- Physically punish, humiliate, or degrade a child.
- Develop relationships with children that could be seen as exploitative, manipulative, or abusive.
- Provide alcohol, drugs, or harmful substances to children.
- Take photographs or videos of children without consent from their parent/guardian and management approval.
- Exchange personal contact details or communicate privately with children through social media, messaging apps, or other channels without prior approval.

4. Safeguarding in Work Practices

- Always work in pairs or groups when engaging with children during activities.
- Ensure parents/guardians are informed and give consent for any activities involving their children.
- Securely store all records, reports, or photographs of children, in compliance with confidentiality and privacy policies.
- Avoid favoritism or giving special treatment to individual children.

5. Reporting Obligations

- Any violation of this Code of Conduct must be reported immediately to the designated Child Protection Officer, Department Head, or General Manager.
- Failure to report suspected or confirmed cases of child abuse, exploitation, or violation of this Code will be treated as serious misconduct and may result in termination of employment or contract, and referral to legal authorities.