



CHILD RIGHTS POLICY

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Children are entrusted to us as the future. Recognizing them as individuals, respecting their rights, and protecting them against all forms of psychological, physical, commercial, and other exploitation is our primary responsibility.

The World Health Organization defines child abuse as follows: "Any behavior by an adult, society, or state, knowingly or unknowingly, that adversely affects a child's health, physical and psychosocial development, is considered mistreatment of the child."

To ensure this:

- We do not permit child labor in our institutions and expect the same sensitivity from all our business partners.
- We organize training sessions and support relevant projects to raise awareness about the protection of children's rights.
- If we witness suspicious actions concerning children, we first inform hotel management and, if necessary, seek assistance from official authorities.

As per our policy, we kindly request that:

- You do not leave children under the age of 12 alone in your rooms.
- You do not entrust your children to strangers at the hotel and leave the premises.
- You do not allow children under the age of 18 to consume alcohol.
- You respect children's rights.
- You refrain from any neglectful or abusive behavior towards children.
- You report to management any person acting contrary to children's rights or engaging in abusive behavior.

We kindly ask you, our valued guests and employees.

Based on reported complaints, law enforcement will be informed by the management, and necessary legal actions will be implemented.

According to national and international laws established to protect children's rights, child abuse carries criminal sanctions, including imprisonment.



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OBJECTIVE

The objective of this policy is to increase awareness about child abuse and to outline the measures to protect children from abuse at Faik Pasha Hotel.

SCOPE

This policy applies to all situations involving guests under the age of 18 staying at our hotel.

DEFINITIONS

- **Child Abuse:** Any act, whether deliberate or unintentional, by an adult, society, or state that negatively impacts the health, physical development, or psychosocial development of a child aged 0-18.
- **Physical Abuse:** Injury or harm inflicted on a child by an adult for non-accidental reasons.
- **Sexual Abuse:** The use of a child for sexual stimulation or exploitation, including prostitution, pornography, or other related crimes.
- **Emotional Abuse:** Denial of the attention, love, or care necessary for a child's psychological well-being.
- **Economic Abuse:** Treating a child as a source of financial gain by someone responsible for their care.

RESPONSIBILITIES

All departments are responsible for implementing this policy. Additionally, security personnel are tasked with applying visitor guidelines under the supervision of the Security and Administrative Affairs Supervisor.

PROCEDURE FLOW

Human Resources

- Human Resources will organize at least one annual training session on "Protecting Children's Rights."

Front Desk

- In accordance with Article 2 of the Identity Reporting Law No. 1774, a copy of the IDs or passports of all guests staying at our hotel is obtained, and their check-in and check-out records are either submitted to law enforcement authorities or kept available for their inspection.



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The records mentioned above also apply to underage guests. During check-in, if any suspicious situation is detected regarding the identification documents or passports of children accompanying domestic or foreign guests (e.g., fake documents, fake passports, mismatched surnames or photos, etc.), the Front Desk Manager will be informed, and follow-up will be ensured. The Hotel General Manager will also be urgently notified about the suspicious situation, and if deemed necessary, the accompanying guest will be asked to provide more detailed information about the child.

- If a reservation or room entry involving a child under the age of 18 without a surname match to the accompanying adult is noticed, the Front Desk Manager will be informed.
- If any unusual situation is noticed during check-in regarding the attire or behavior of guests accompanied by children under the age of 18, the Front Desk Manager and Security Manager will be informed immediately, and these guests will be monitored throughout their stay.
- The stay of child visitors is only permitted if they are accommodated in the same room with at least one adult. Guests staying at the hotel are prohibited from accepting visitors, including children, without the knowledge of hotel management.

All Departments

- In all areas of the hotel (guest rooms, all public spaces, mini/teenage club), if it is observed that guests under the age of 18 are subjected to any of the situations listed below, the department supervisor must be informed immediately. If the supervisor is unavailable, the Security Manager must be notified:
 - ✓ Physical or verbal violence/abuse (the perpetrator could be a parent, other family member, hotel staff, caretaker, or another guest).
 - ✓ Locking children in a room or keeping them in a room for excessively long periods.
 - ✓ Forcing children to perform tasks meant for adults without proper care or under unsuitable conditions.
 - ✓ Sexual abuse, pornography.
 - ✓ Forcing children into prostitution.
 - ✓ Leaving children alone on the premises without a parent or guardian.
- If an individual is seen standing outside a room and observing until another person leaves, or if there is frequent movement of different individuals entering and exiting a room, this must be reported promptly to the department supervisor. If the supervisor is unavailable, the Security Manager must be informed without delay.



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- Touching or kissing Turkish or foreign children and babies within the hotel without parental consent is prohibited. While showing affection through physical contact is common in Turkish culture, such actions may be inappropriate or misunderstood in other cultures, even if done with good intentions.
- Children under 4 years old are admitted to the Mini Club only if accompanied by their parents. All children entering the Mini Club must be fully registered, and signatures must be obtained from their families.
- In the Mini Club, children may be taken to the restroom by female Mini Club staff.
- Participation in activities outside the Mini and Teenage Club is only allowed under parental supervision or with written consent.
- Smoking, alcohol consumption, or similar behaviors are not allowed in the presence of children at the Mini Club.
- Staff must not change clothes in front of children in the Mini Club.
- Children's choices and preferences must be respected in the Mini Club. For example, no pressure should be applied to children who do not wish to participate in activities, appear in shows, receive certificates, or enter the Mini, Maxi, or Teenage Club.
- Staff must take initiative in health-related matters in the Mini and Maxi Club, intervening if necessary (e.g., allergies, choking hazards).
- If a guest without children exhibits suspicious behavior in the Mini Club, it must be reported to a supervisor or, if unavailable, to the Security Manager.
- Physical conditions, disabilities, or similar traits of children must not be mocked or made the subject of jokes. Psychological pressure must be avoided.
- Special care must be taken with children with disabilities to ensure they are included as much as possible.
- Children must not be addressed using nicknames.
- Massage services are not provided to guests under 18 years old in the spa center.
- Guests who persist in exhibiting inappropriate or disruptive behavior despite warnings from hotel management may be asked to leave the hotel or reported to legal authorities with the approval of the General Manager.



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RELEVANT DOCUMENTS

T.C.K. ARTICLE 278 Every citizen is obligated to report the abuse crime being committed against a child.

Article 278 - (1) A person who fails to report a crime in progress to the authorized authorities shall be sentenced to imprisonment for up to one year.