



CHILD PROTECTION POLICY

At Barberyn Ayurveda Resorts we acknowledge and understand that tourism can aggravate the exploitation of children in the communities in which it takes place. At the same time we recognize we have a duty to care and safeguard for all children visiting Sri Lanka with their parents and caretakers, and that we have a responsibility towards them as well.

At Barberyn Ayurveda Resorts we have studied international conventions, laws, and guidelines related to child protection. Guided and trained by child protection experts we have enacted this policy to ensure we understand the subject and are able to take steps towards the protection of children in the context of travel and tourism.

At Barberyn Ayurveda Resorts we recognize 4 types of child abuse: physical, emotional, neglect and sexual. All children should be kept safe from all types of abuse regardless of age, gender, religion or belief, ethnicity, disability, sexual orientation, or socio-economic background. In addition to the protection of children within our communities, every child visiting our shores should have a positive, enjoyable experience.

In order to uphold this policy we are willing to commit to the following:

- Training all members of staff on child protection, including recognizing signs of abuse and appropriate response procedures. Raising awareness among employees, guests, and local communities about child protection.
- Preventing the employment/deployment of children. We will not employ any person under the legal age (18 years).
- Ensuring that statutory laws, hotel policies as well as local customs and traditions are followed and respected when taking guests to our properties where interaction with children and young people may occur.
- Establishing a confidential reporting mechanism for employees, guests, and community members to report any suspected cases of child abuse or exploitation. Handling reports promptly and discreetly.
- Ensuring that confidential, detailed, and accurate records of all safeguarding concerns are maintained and securely stored.
- Ensuring appropriate action is taken in the event of incidents/concerns such as reporting any incident to relevant authorities, removal of the person involved from the premises, and support provided to the individuals who raise or disclose the concern.
- Ensure that no locally sourced product will in any way be purchased, used or promoted if it comes to our knowledge that it has been produced, wholly or in part, with the help of child labor.
- Actively collaborating with local organizations, government agencies, and NGOs working in the field of child protection to enhance our efforts, share best practices, and contribute to the overall well-being of children in the community.

All employees are responsible for reporting suspected child abuse or exploitation of any kind. Any person who has knowledge of suspects or has witnessed possible child protection issue has been instructed to immediately notify the Resident Manager of the respective hotel and/or HR department. Every incident will be promptly investigated by senior management.

At Barberyn Ayurveda Resorts we take Child Protection very seriously. This policy will be reviewed and updated as a result of changes in legislation or international best practices.

Our Child Protection Policy is aligned with the following Sustainable Development Goals:

