



CHILD PROTECTION POLICY

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1. PURPOSE AND APPLICABILITY

The purpose of this policy is to provide recommendations and guidelines to ensure that Avventura Urbana's programs and activities do not harm children and preserve them from any risk of abuse, and to enable Avventura Urbana's staff and partners to respond appropriately in the event of an incident or suspicion of abuse.

Avventura Urbana is committed to protecting children from all forms of physical or mental violence, harm or abuse, neglect or negligent treatment, maltreatment, or exploitation, including sexual abuse, as described by the UN Convention on the Rights of the Child (UNCRC 1989).

Avventura Urbana intends to fulfill this commitment through the following approach:

- awareness: ensuring that all Avventura Urbana's staff as well as the people who take part in its activities and their respective communities are aware of what is meant by child abuse, what are the risks and consequences associated with it, and Avventura Urbana's zero tolerance for it;
- prevention: promoting, through awareness and best practices, an environment where all Avventura Urbana's staff and partners work to minimize the risk of child abuse;
- reporting: ensuring the operation and accessibility of a reporting mechanism to indicate cases of child abuse. All Avventura Urbana's staff should be aware of the procedures to be followed if suspected abuse is to be reported;
- response: ensure that appropriate measures are taken if suspicions of abuse are confirmed.

This policy applies to all Avventura Urbana staff, both in activities carried out in the office and at organized events.

In countries where the policy is contrary to local legislation, this must be taken into consideration by involving the appropriate offices of the venue.

In deciding on how to respond to a complaint raised, this policy must be used in conjunction with relevant labor law, ordinary diligence, and relevant criminal legislation.

2. INTERNAL REFERENCE DOCUMENTS

Internal documents:

- Code of Ethics;
- Organizational model 231/ 2001 (general part and special part);
- Policy on reporting system;
- Whistleblowing policy.

3. DEFINITIONS

The following definitions serve as a guide for the purposes of this policy:

- child: any human being under the age of 18 years (art. 1 UNCRC);
- abuse: as defined by WHO, child abuse means any kind of physical and/or emotional maltreatment, sexual abuse, abandonment, neglect, and exploitation for commercial or other purposes, resulting in actual or potential harm to the health, survival, development, or dignity of the child within a relationship of responsibility, trust, or power;
- physical abuse: actual or potential physical harm perpetrated by a different party;
- sexual abuse: forcing or pressuring a child to take part in sexual activities that he or she does not fully understand and is unable to consent to;
- child sexual exploitation: a form of sexual abuse that involves minors in sexual acts in exchange for money, gifts, food, accommodation, affection, social standing, or anything else that the child or his/her family needs;
- neglect and negligent treatment: determined by context, by the resources available depending on the circumstances, neglect and negligent treatment refer to the persistent failure to meet the child's basic physical and/or psychological needs, which impacts deterioration on the child's physical, emotional, and mental development;
- emotional abuse: persistent emotional maltreatment that impacts on the psychological development of the child;
- commercial exploitation: labor or other exploitation of the child for the benefit of third parties and to the detriment of the child's physical and mental health, education, and social and emotional development. Includes, but is not limited to, child labor.

4. GENERAL PRINCIPLES

Avventura Urbana adopts a zero-tolerance policy toward child abuse. In this regard, Avventura Urbana's staff must:

- always maintain a high professional and moral profile;
- relate to minors with equal dignity and avoid discrimination based on ability, ethnicity, gender, language spoken, professed religion, culture, and personal and social conditions;
- foster and encourage the participation of minors, with the aim of empowering them and developing their capacity for self-protection;
- be aware of situations that may generate a risk of abuse and handle such situations appropriately;
- plan the work and organize the workplace to minimize the risk of abuse;
- report possible violation of this policy and the attached standards of conduct through the reporting procedures established by the firm;
- report bad practices and any potential risks that may generate child abuse.

Avventura Urbana's staff must create and maintain a work environment that prevents child abuse and promotes the implementation of this policy. In this regard, the management team has a particular responsibility to foster and support the development of such a work environment.

Avventura Urbana's staff must refrain from:

- using inappropriate, offensive, or discriminatory language in the presence of minors;
- discriminating, adopting preferential or favorable treatment toward specific minors;
- engaging in behavior that is inappropriate, abusive, or that may endanger the safety of the minor;
- having relationships with minors that could be considered exploitative, mistreatment or abuse;
- act for the purpose of humiliating minors, or otherwise perpetrate any form of emotional abuse;
- tolerate or engage in illegal or abusive behavior toward minors or that endangers their safety;
- hitting, assaulting, or physically abusing minors.

This list should not be considered exhaustive or exclusive. The principle is that the staff should avoid actions or behavior that may place minors at risk.

Activities and events dedicated to minors must be organized by minimizing risks and ensuring that special attention is paid to taking preventive measures.



In case stories or images of minors are used to promote the work of Avventura Urbana, it is essential to minimize the risk of their inappropriate use.

To ensure this result:

- images of minors must not show them undressed or in allusive or inappropriate poses;
- details or landmarks must not compromise their safety;
- photographers/journalists/interpreters must be properly trained and supervised;
- permission to photograph and use images must always be sought from minors and parents/guardians. Only in the case of exceptional events may such permission be avoided.

5. REPORTING PROCEDURES

For further details on the procedures and channels established to report abuse or suspected abuse, please refer to the policy on the reporting system.

Avventura Urbana is committed to responding in a professional and timely manner to all allegations or suspicions of child abuse. Such allegations and suspicions will be considered, appropriately investigated, and, where deemed appropriate, actions will be taken.

Avventura Urbana ensure that those who have made a report or are accused of child abuse are provided with appropriate assistance, support, and protection to address all aspects of the matter, including the management of personal safety and potential retaliation that may be generated by the fact or report of such fact.

6. VISIBILITY

This policy is publicized as deemed most appropriate and is widely promoted and distributed.

7. TRAINING AND RESPONSIBILITY TO BENEFICIARIES

For effective implementation, Avventura Urbana's commitment to the protection of children against all forms of abuse must be clearly and accurately understood by all staff.

During staff training, everyone is informed about the ethical values and responsibilities related to this policy, as well as acceptable behaviors and any risks related to the different contexts in which Avventura Urbana operates.

Particularly, Avventura Urbana is committed to conducting child protection training appropriate to the commitment of each person within the Firm. In this regard, special attention and training will be provided to the staff working in participatory projects conducted directly with minors, students, and schools.



Best practices and preventive measures must be incorporated throughout the project cycle, from the design phase to the initial assessment, monitoring, and final evaluation: a child-friendly project must ensure that the environment, context, and impact (intentional or unintentional) on minors and their communities are duly considered.

All events must be designed by minimizing the risk of abuse to children with whom they come into contact or on whom they impact, directly or indirectly, with sufficient consideration of child safety, whatever the focus of the action.

8. DISCIPLINARY SYSTEM

Failure to comply with the principles and rules contained in this policy is a violation of the Code of Ethics and will result in the application of disciplinary measures as stipulated in the sanctions system of Avventura Urbana.

The type and extent of the sanctions depend on the type of violation committed, the activity carried out and the role of the subject accused, as well as other circumstances that may have characterized the act committed.