

FIVE HOLDINGS

Development / Hospitality

POLICY ON PREVENTION OF SEXUAL EXPLOITATION OF CHILDREN AND ADULTS IN TRAVEL AND TOURISM

PURPOSE AND OBJECTIVE

FIVE has prioritized respect for human rights and is in line with the guidelines of United Nations Convention on the Rights of the Child (UNCRC). FIVE strongly affirms its adherence to the human rights principles and has zero-tolerance against any form of illicit human trafficking or promotion of any child sex tourism or forced adult sex tourism.

Hotels or accommodation properties are considered accessible in the context of travel and tourism to exploit children or perform trafficking activities. Hence, it is imperative for a hospitality organization to take measures for prevention of child sex tourism and forced adult sex tourism.

FIVE recognizes child abuse in any form including physical, emotional, or sexual abuse as a serious offence and has zero tolerance policy towards child sex tourism and forced adult sex tourism. FIVE is engaged in actively safeguarding children, adolescents, and adults from any form of abuse which may include neglect, physical, sexual, or emotional abuse, hunger, mistreatment, or exploitation in any form.

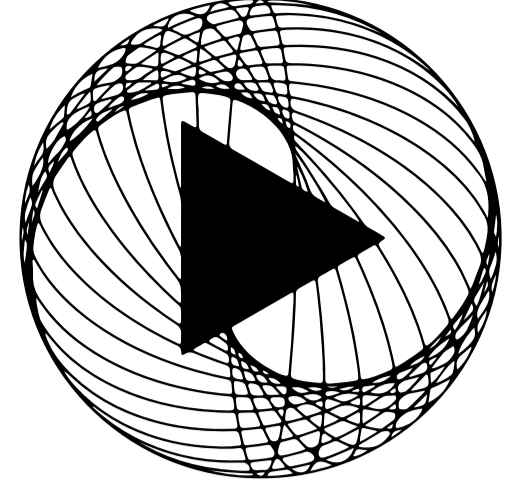
The UN Convention on the Rights of the Child states that:

- All children have equal rights to protection from abuse and exploitation
- Everybody has a responsibility to support the care and protection of children
- The duty bearers are accountable to eradicate child abuse

As a part of responsible tourism, the priority will be protecting the safety of the children and adults against any violence. FIVE is committed to ensure that the children and adults are not exposed to abuse, exploitation including sexual exploitation, violence, or neglect. In order to fulfil our commitment as a responsible and ethical tourism company, FIVE repudiates the sexual exploitation of children or any form of forced adult sex/ sexual exploitation in travel and tourism

FIVE supports all its employees in taking any action against any instance of sexual exploitation of children and adults identified at any of the properties.

This policy will serve as a guiding document with procedures for FIVE employees on how to proceed in the event of a child protection case or an emergency.



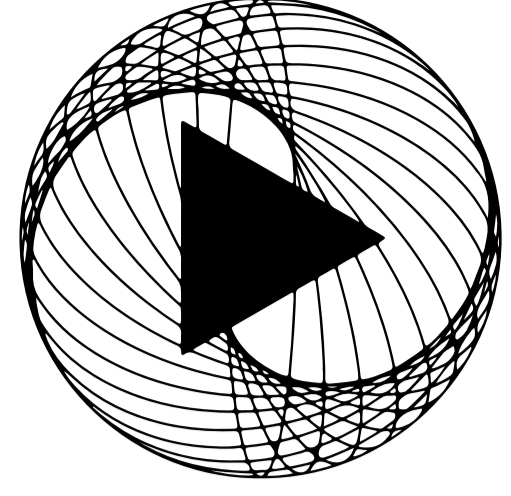
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DEFINITIONS

- **Child sex tourism (CST)** - Child-sex tourism is the sexual exploitation of children by a person or persons who travel from their home district, home geographical region, or home country and then engage in sexual activities with children. Child sex tourists can be domestic, regional or international tourists. CST often involves the use of accommodation, transportation, and other tourism-related services which facilitate contact with children, and which enable offenders to be anonymous to the surrounding population and environment.
- **Child sex tourist** - Child sex tourist are people who travel from one location to another and there engage in sexual acts with minors. Often, they travel from a richer country to one that is less developed, but child sex tourists may also be travellers within their own regions or countries. They may be local or foreign. They may come from all walks of life - married or single, male or female, wealthy tourists or budget travellers. They can even be preferential abusers and paedophiles, although the majority of child sex tourists are situational offenders who do not have a sexual preference for children, but take advantage of a situation in which a child is made available to them
- **Forced adult sex tourism:** The term "sexual tourism" is defined as travel specifically arranged for, or planned by, travellers to facilitate the procurement of sex. In this context, these travellers are referred to as "sex tourist". Sexual tourism encompasses travellers who have a general pleasure-seeking attitude towards casual sex with fellow travellers or local people. It may also involve specifically arranged tours to gain access to full time commercial sex workers in destination countries, or to satisfy a specific desire to have exploitative and illegal sexual contact with children. Many commercial sex workers and children are forced to engage in the trade as a result of deceptive practices and are part of human trafficking networks. This also involves engaging adults in forced sexual activities (without obtaining consent).
- **Commercial Sexual Exploitation of Children (CSEC)** - This is the sexual abuse of a child by an adult, with remuneration in cash or kind to the child or a third person or persons. The child is treated as a sexual and commercial object. The types of CSEC include children in prostitution, child pornography, trafficking in children for sexual purposes, child sex tourism, and - in some cases - child marriage. The commercial sexual exploitation of children constitutes a form of coercion and violence against children and amounts to forced labour and a contemporary form of slavery.
- **Paedophile:** Paedophiles show an exclusive sexual inclination for pre-pubescent children, and do not display sexual desire for their adult peers. Usually considered as persons suffering from a clinical disorder, paedophiles may not show any preference for the gender of children and may not view sexual contact with children as harmful. Often expressing affection for children, paedophiles constitute a small minority of child sex tourists.



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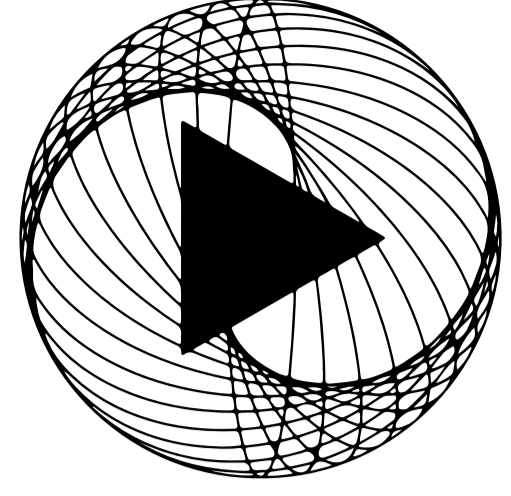
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- **Preferential Child Sex Tourist:** Preferential child sex tourists are persons who display an active sexual preference for children. They may still have the capacity to desire adults but will actively seek out minors for sexual contact. The preferential child sex tourist will generally search for pubescent or adolescent children. This category of child sex offender represents a minority of the overall total.
- **Situational Child Sex Tourist:** Situational child sex tourists are persons who abuse children by way of experimentation or through the anonymity and impunity afforded by being a tourist. They do not have an exclusive sexual inclination for children. Often, the situational offender is an indiscriminate sex tourist who is presented with the opportunity of sexual contact with a person under 18 and takes it. The majority of child sex tourists are situational offenders.
- **Sustainable Tourism:** Sustainable tourism development meets the needs of present tourists and host regions while protecting and enhancing opportunities for the future. It is envisaged as leading to the management of all resources in such a way that economic, social and aesthetic needs can be fulfilled while maintaining cultural integrity, essential ecological processes, biological diversity and life support systems. Closely related to this concept and largely overlapping with it, responsible tourism focuses more on the industry's behaviour (both companies and tourists) towards practicing sustainable tourism.

GUIDING PRINCIPLES

- UNICEF's Code of Conduct for the protection of children from sexual exploitation in travel and tourism suggests adopting an ethical corporate policy against the exploitation of children in tourism.
- The Code of Conduct for the Protection of Children from Sexual Exploitation in Travel and Tourism (the Code) which is a project joining the tourism private sector and the children's rights non-governmental organization ECPAT, aiming to prevent sexual exploitation of children at tourism destinations - It is regarded as one of the world's most successful tools for combating child sex tourism. It is a set of six criteria to which a travel and tourism company commits in order to provide protection to vulnerable children in tourism destinations. Signatory companies must implement the six criteria and with specified minimum standards, timeframe and reporting requirements.
- ECPAT International is a global network of civil society organisations that works to end the sexual exploitation of children
- ILO Forced Labour Convention, 1930 (No. 29) covers the provisions on forced labour imposed by private agents for sexual exploitation covers any commercial sexual activity, including pornography, exacted from the victim by fraud or force



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- United Nations Convention on the Rights of the Child (CRC) The Convention on the Rights of the Child is the world's primary multilateral document on children's issues, and it contains provisions calling for the protection of children from exploitation. In particular, articles 32, 34 and 35 protect against sexual exploitation, sale and trafficking. Other specific rights include ensuring the child's physical and psychological well-being (Articles 19 and 27), and the psychosocial, emotional and spiritual development of the child (Articles 31 and 32). The significance of the CRC lies in the fact that it is the most comprehensive international legal instrument focusing solely on children's rights and needs
- Federal Law No. 3 of 2016 concerning child rights, also known as Wadeema's Law (PDF, 250 KB), stresses that all children must be provided with appropriate living standards, access to health services, education, equal opportunities in essential services and facilities without any kind of discrimination. The law protects children against all forms of negligence, exploitation, physical and psychological abuses.

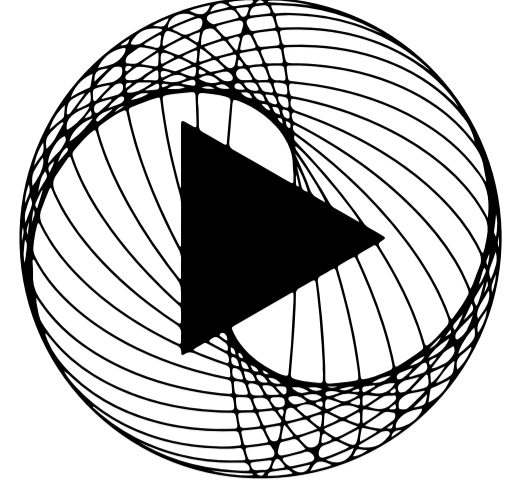
APPLICABILITY

- This policy applies to all associates of FIVE including all staff of the hotel, the guests, and any other person that is in the premises of FIVE. This policy extends to all group entities of FIVE

This policy is reviewed on a yearly basis by the Ethics and Compliance Committee and any additions/ modifications to this policy are made as required.

ROLES AND RESPONSIBILITIES

- Ethics and Compliance Committee: The Committee is responsible to ensure that the company fully complies with this policy. Awareness on this policy is advocated across the organization.
- Group Director of HR: is responsible for training all employees as a part of orientation and periodic townhalls to ensure understanding of the employees on the policy requirements
- Head of Departments: All department heads are required to ensure that this policy is disseminated through all employees. All employees need to be made aware on identification and reporting on any such incidents



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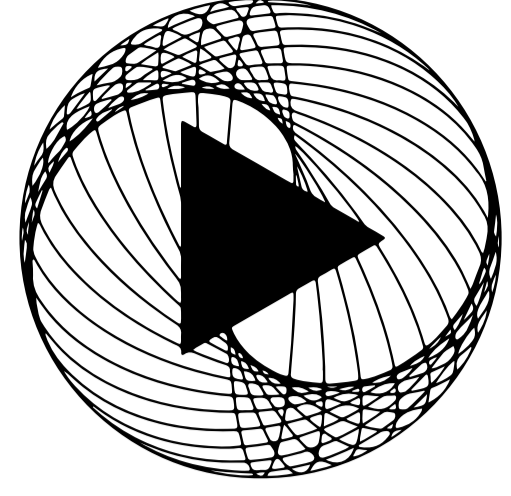
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- Risk and Compliance Team: The team members are responsible to perform internal audits on a yearly basis to validate compliance against this policy document. The team shall ensure compliance to the policy, reporting to the management under any statutory requirements (based on association with international organizations), perform risk assessments and implement appropriate measures to mitigate risks associated with child sex tourism and forced adult sex tourism.

GENERAL GUIDELINES

- FIVE endeavours to respect the rights and dignity of the children, families, and communities with whom they work, and always act according to the best interest of children as well as against child sex tourism and forced sex tourism
- The commercial sexual exploitation of children is a criminal offense and any person who sexually abuses or exploits a child or attempts to sexual abuse or exploit a child under the age of 18 is committing a crime. We, as a responsible organisation, will respect this law by not allowing such activities to take place within our premises and will actively participate in promoting the prevention of such activities in the country
- FIVE's employees and guests must not exert inappropriate physical force when dealing with children or other guests. This includes pushing, shoving, hitting, slapping or any other action that could cause fear, intimidation, or distress
- FIVE's employees and guests should not act in ways intended to shame, humiliate, belittle, or degrade children or any adults, perpetrate any form of emotional abuse
- Inappropriate conduct toward children as well as adults, including failure to follow the behaviour standards stated above, is grounds for discipline, up to and including dismissal from employment and legal action



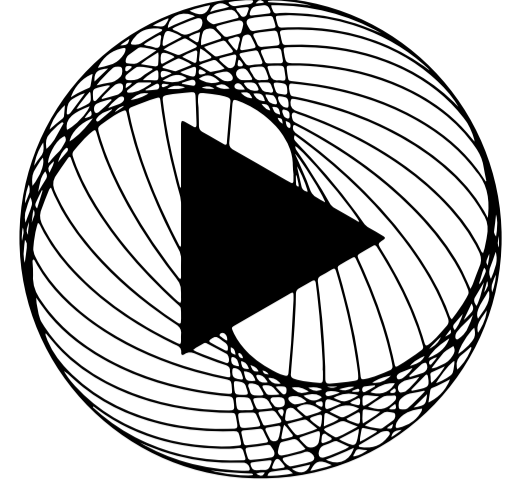
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MEASURES FOR PREVENTION OF CHILD SEX TOURISM AND FORCED ADULT SEX TOURISM

- **EMPLOYEE TRAINING:** Tourism professionals are in a special position to make a difference in the fight against child-sex tourism. As a tourism professional, you may possibly come into contact with an individual involved in sex tourism and have the opportunity to save a person from such crimes. FIVE is engaged in training teams to detect and respond to abuse or sexual exploitation of any kind in the establishment as a part of employee onboarding and orientation training provided. As a part of periodic trainings provided to all employees including front office, housekeeping and security staff, employees are trained on the importance of safety of all children and individuals, children's rights and fundamental human rights, prevention of sexual exploitation and on how to identify and report suspicious activity related to child sex tourism and forced adult sex tourism. In addition, all employees are trained on the importance of human rights adherence in line with the UNGC principles to safeguard against any such activities. As a part of the training, we request our employees to fill in the 'Our Responsibility Activity Sheet' to understand their awareness and response on this topic. Refer to Annexure 2 for 'Our Responsibility Activity Sheet' to be filled out by all employees being trained.
- **GUEST SCREENING:** Security personnel are trained to screen the guests to identify any suspicious guests or track/ monitor any known or suspected offenders of child sex tourism/ forced adult sex tourism. Any identified suspicions are closely monitored through CCTV cameras in the facility and any suspicious activity is flagged and reported to the security lead for further investigation. In addition, all hotel employees as a part of their orientation programs are informed on being vigilant to identify and flag any suspicious instances to the Security team for further monitoring and action to be taken.
- **REFERENCE CHECKS:** If reference check performed for employees reveals that the person is not suitable to work with children or for any reason that may put children at risk, FIVE reserves the right to terminate/ not honour a colleague employment contract
- **INTERNAL AUDIT:** FIVE conducts periodic internal audits and evaluation on the incidence of human trafficking and child sex tourism and forced adult sex tourism. This review is conducted in-house to identify any such cases through sample employee surveys and review of any incidents reported during the stipulated period to identify appropriate mitigation measures



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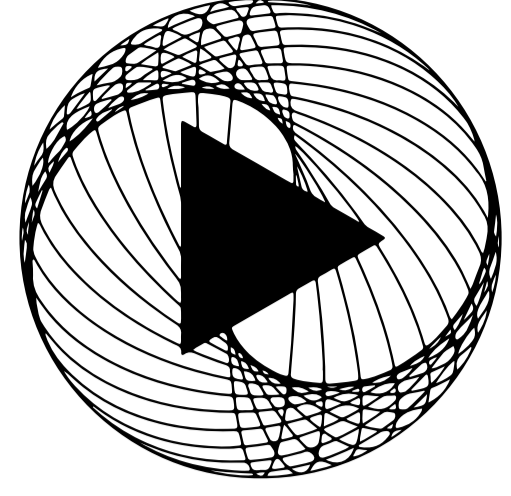
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- **SUPPLIER DUE DILIGENCE, AUDITS AND EVALUATION:** FIVE conducts periodic supplier due diligence through supplier risk assessments and audits on the aspect of child labour, tourism related risks on child sex tourism and adult forced sex tourism to identify measures taken by the suppliers for its prevention and if any such incidents have been reported in the recent past. This is forming a part of the detailed EHSQ checklist filled as a part of supplier audits. We never associate with a third-party who is subject to sexual abuse in any means.

Refer 'Supplier Assessment' Policy for details

- **SUPPLIER CONTRACTS:** To integrate child protection into the industrial supply chain, FIVE has incorporated the clause in its supplier contracts throughout the value chain stating a common repudiation and zero tolerance policy of sexual exploitation of children/ any form of modern slavery or human trafficking. Any violation to any these requirements shall result in the termination of the contract.
- **TRAINING FOR EXTERNAL AGENCY EMPLOYEES:** As a hospitality business, we understand that the external agency employees from transportation agencies, child-care facilities, local tour operators and travel agents have a potential of being exposed to the risk of child sex tourism and forced adult sex tourism since they interact with guests directly. FIVE raises awareness of these policy documents and key protection measures (example: obtaining proper documentation, impose restriction to smoking in private vehicles with children, etc.) to these external agencies by obtaining sign-off on the policy document and providing a training to associated employees like drivers, nannies at child-care centres, travel agents. This is provided to emphasize that FIVE has zero tolerance toward such activities and requests the employees to be vigilant should they encounter any suspicious instance of such activities being performed.
- **SUPPLIER CODE OF CONDUCT:** FIVE acknowledges its responsibility towards society to be good corporate citizens. FIVE takes action in four focus areas that consist of protecting children and adolescents from sexual exploitation in tourism, securing fair working conditions, ensuring good water supplies and mitigating the consequences of climate change. FIVE has a Supplier Code of Conduct in place which clearly states its commitment towards prohibition of any form of sexual exploitation of children and extends these focus areas and requirements to its suppliers and the extended supply chain. The Supplier Code of Conduct is binding on all suppliers and sign-off is obtained from all suppliers prior to onboarding.
- **SUPPORTING COMMUNITY INITIATIVES:** FIVE endeavours to support local community initiatives through local agencies to raise awareness through education, skill training programs, community awareness on prohibition of such practices, acknowledging such incidents if encountered and following the correct route for reporting such incidents



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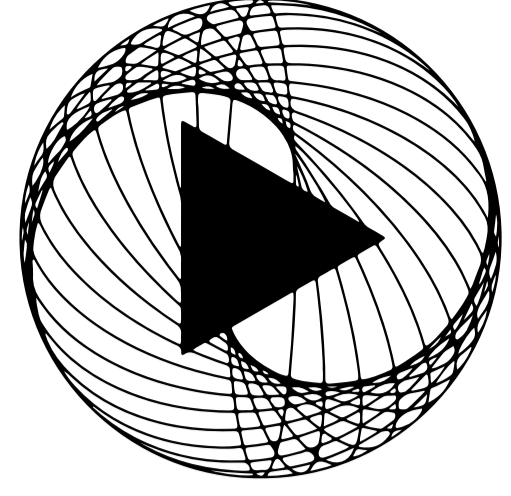
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- **HUMAN RIGHTS POLICY:** FIVE has a detailed human rights policy in place to evaluate the risks of any human rights impacting children and individuals prohibiting any form of child or forced labour. All employees are made aware of the policy and consequences of non-compliance. FIVE has a right to dismiss any employee if found party to any non-compliances.
- **COLLABORATION WITH NGOs AND INTERNATIONAL ORGANIZATIONS:** FIVE takes initiatives to collaborate with non-governmental and international organizations in managing child sex tourism and forced adult sex tourism by becoming a signatory, being a part of overall initiatives undertaken by these associations to condemn any such practices. FIVE engages with the local community to encourage preventative measures for child protection.
- **RESPONSIBLE MARKETING:** FIVE believes in responsible marketing practices which include not indulging in any form of marketing or advertising activities which would portray children or adults unethically. FIVE does not indulge in any form of poverty-centered marketing which would show children or adults in an inappropriate way or be exploited by possible offenders.

RESPONSE TO SUSPICIOUS SITUATIONS

If an employee notices or is made to understand that a customer has a minor (person below 18) in their company, under suspicious circumstances, i.e. not a parent-child relationship, or siblings (brothers/ sisters), etc. or witnesses any instance which may appear to impair the human rights of an individual i.e. they seem subject to any form of abuse, then the following steps may be taken –

- Immediately alert their supervisor or Head of Department
- Person in charge of Department or Manager, will alert General Manager or Human Resources Manager, or professionally approach the customer under suspicion.
- The manager shall advise the customer that unless proof is made available that it is a genuine family relationship, the hotel will follow its rules by refusing;
 - Access to guestrooms
 - Access to facilities
 - Access to entertainment complex; or
 - To make reservations or bookings with other hotels or facilities on behalf of the said customer



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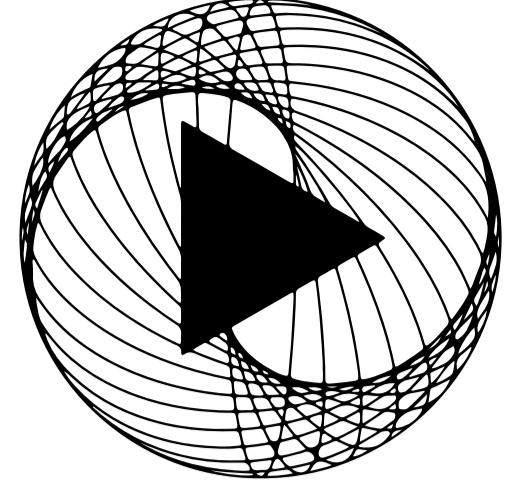
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- If a customer is already registered as a hotel guest and is confronted by the staff for suspicious behaviour towards a minor, the Director or Manager will advise the customer on the rules of the hotel and request the customer either to release the minor immediately, or to leave the hotel or facility.
- If Front Desk/Guest Relations staff encounter a customer wanting to check in with a minor under suspicious circumstances, the staff will report the matter by following the same procedure described above. The Director or Manager then has the right to refuse to provide any room or facility to the said customer
- The same procedure applies to staff in the restaurant(s) and entertainment complex of the hotel
- No person under the age of 21 whether alone or in an adult's company shall be allowed in the entertainment facilities and outlets (discos, clubs, bars, etc.) of the hotel. If an employee suspects any individual below the age of 21 entering such sections of the hotel, they shall request the customer to provide sufficient proof of age (passport/ local ID proof)

REPORTING

- Possible scenarios where employees shall report incidents –
 - If a child is endangered or is a victim of sexual exploitation
 - If an employee suspects a possible case of child sexual exploitation or illicit human trafficking
 - If an employee receives a report from a customer that there is a suspected case of exploitation
 - If an employee member finds a co-worker involved in the sexual exploitation of a child/ forced adult sex tourism or violating the child protection policy
- Victims are requested to act responsibly and notify the reception desk where our trained staff will handle the matter accordingly
- In case the employees/ guests encounter any such instance, they may contact the Front office desk, any security team member, "Call Guest Services" or '0' on the nearest dial phone. In addition, these incidents may be reported directly to the designated local authority point of contact.



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IN DUBAI:

DIAL:

Dubai Police-Control Center of Human Trafficking: +971 4 608 2347

Hotline for labour complaints: 800 5005

Hotline for human trafficking issues: 800 7283

Dubai Police: 999

Hotline to report child abuse to Ministry of Interior Child Protection Centre: 1 161 11

Hotline for Community Development Authority (CDA): 800988

EMAIL: **htccc@dubaipolice.gov.ae**

Application: Report child abuse through the MoI's Child Protection Centre's website and the 'Hemayati' (Arabic for protect me) app (available on Android and iOS).

IN SWITZERLAND:

DIAL:

Police Emergency Control Centre number 1 12 or non-Emergency number 1 17

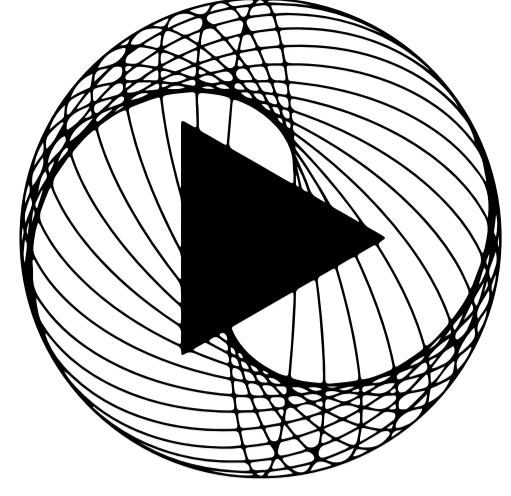
Federal Office of Police: +41 (0) 58 463 13 10

EMAIL: **fedpol.menschenschmuggel@fedpol.admin.ch**

- Employees may prepare a report as per the template in Annexure 3 to report any actual or suspected case of child-abuse or sexual exploitation of individuals
- All personnel are responsible for reporting suspected child sex tourism and forced adult sex tourism or exploitation of any kind. Any person who has knowledge of, suspects, or has witnessed a potential exploitation issue should immediately contact the Ethics and Compliance Committee or the management.

Ethics and Compliance Helpline: **+971-42475270**

Ethics and Compliance Helpline email ID: **ethics@fiveglobalholdings.com**



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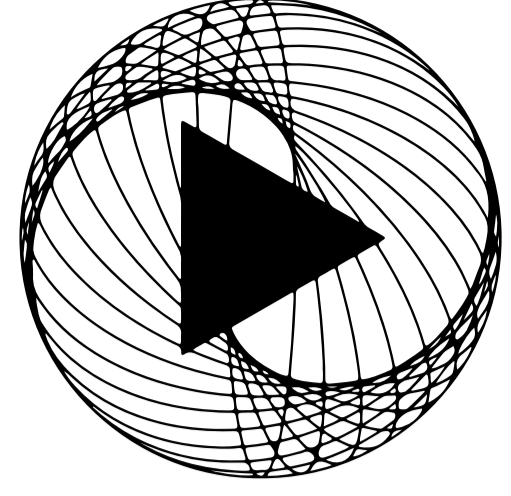
- A report should be made immediately, within 24 hours, to allow for early intervention and a prompt investigation. Failure to report suspected abuse or misconduct may result in disciplinary action.
- On receipt of the report, the Ethics and Compliance Committee or the management will begin an internal investigation, obtain evidence, and where appropriate file a complaint with the relevant authorities. Full co-operation will be afforded during any external investigation.
- The internal investigation will be launched within 48 hours of receipt of the complaint and will be facilitated by the Ethics and Compliance Committee.
- A report will be shared with the management on a quarterly basis on the number of incidents reported and mitigation action taken to address and resolve such incidents including reporting under the applicable Code. Any additional measures taken may be incorporated as a part of the policy. These discussions are intended to support, collaborate, and engage stakeholders in the prevention of sexual exploitation of children and prevention of forced adult sex tourism
- In case of collaboration with any formal international organization on the prevention of human trafficking, prevention of child sex tourism, adult forced sex tourism and exploitation of any kind, FIVE will provide details of its compliance to the respective collaboration and the initiatives taken to showcase its compliance.

RISK ASSESSMENT

Children may also be forced into prostitution, coerced to perform sexual acts in front of a camera or webcam, or depictions of the abuse are disseminated on the Internet in the form of videos or images. Sexual exploitation of children also occurs in connection with travel and tourism. In this context, the tourist infrastructure of the respective country is used by offenders to gain access to children and young people and then sexually exploit them. This risk assessment tool helps our business assess and understand its risk in relation to child sexual exploitation and/or trafficking.

FIVE performs internal risk assessment as per the guidelines listed by the Code to assess its risk of child sex tourism – across its value chain extending to its suppliers, travel agents and tour operators, third-party contractors, agents, transport agencies and understand areas where risks exist, and steps are to be taken to mitigate those risks.

This assessment shall be performed every six months by the organization to understand its risks in this domain and take additional measures to prevent any form of exploitation or sex tourism activities



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COMMUNICATION

FIVE has an Ethics and Compliance Committee which is responsible for ensuring that the policy on prevention of child sex tourism and forced adult sex tourism is disseminated and understood by all employees of FIVE and customer awareness initiatives are undertaken

All employees of FIVE shall receive a copy of the current policy and will be informed for their responsibilities under the policy. Further, this policy shall be hosted on FIVE's internal intranet platform and the website of the company – **www.fiveglobalholdings.com**

The management and the Ethics and Compliance Committee will advise and assist all employees of FIVE about the Policy on prevention of child sex tourism and forced adult sex tourism and will be responsible for the effective implementation of the policy. The guests at FIVE will be informed by the staff of the hotel for the existence of the current policy and the policy will be available for them to read at any time on the company website.

If you have any questions or concerns regarding this policy, reach out to the Risk and Compliance team for further details.

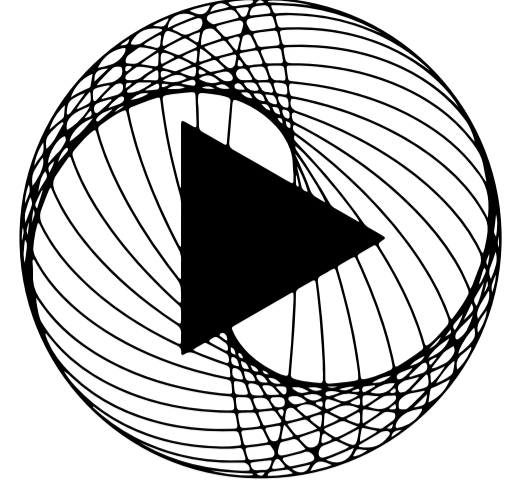
ANNEXURES

1. CASE STUDIES FOR REPORTED ISSUES ACROSS THE WORLD*

The following case studies are the kind of issues that have arisen in the past which may be referred for future identification of sex tourism offenders or any forced sexual tourism activities –

Child Sex Tourism and Children in Prostitution: In Laos, UNICEF spokesman Geoffrey Keele said girls aged 14 to 18 are particularly at risk, frequently lured into the sex trade or tricked into it by promises of other jobs. Also, according to Keele, a majority of children who were being sexually exploited commercially were found at various kinds of entertainment establishments such as beer halls or truck stops on transit routes in Laos. The girls forced into prostitution often worked as bartenders and waitresses and catered to local, regional and foreign tourists. (RFA Lao Service, 2007)

Child Sex Tourism and Trafficking: In 2007, the FBI in California arrested 131 people for child prostitution at major sporting events in the Oakland, Fremont, San Jose and San Francisco. The youngest child victim rescued was 11 years old. The FBI believe that the children involved in the case were victims of trafficking and had been brought through Oakland, a major trafficking hub, to cater to tourists at the events. (Mercury News, 2007)



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Child Sex Tourism and Child Pornography: Christopher Paul Neil, 32, of Canada, was arrested in Thailand in October 2007 after a worldwide search led by Interpol to track down a man seen in about 200 Internet photos abusing a dozen Asian boys. Neil was a child sex tourist that worked and travelled throughout Asia before his arrest. (Vancouver Sun, 2007)

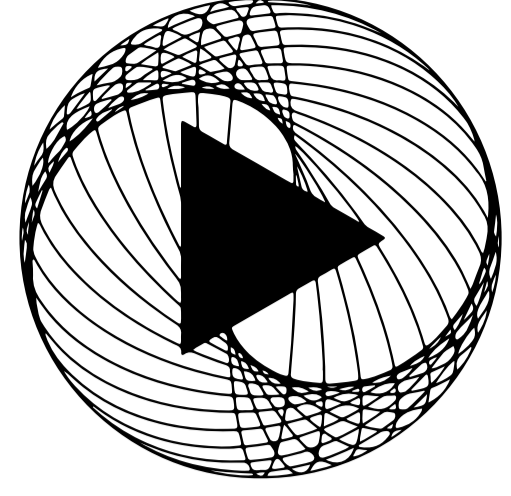
Child Sex Tourism and Child Marriages: A forty-five-year-old sheikh from the United Arab Emirates (UAE), approached a broker in India to find a 'wife'. The broker procured two girls, aged between thirteen and fifteen, for twenty thousand rupees (approximately US\$450). Then he hired a Qazi, an Islamic judge, to solemnise the marriage. Taking advantage of an Islamic provision, the judge married the girls off to the Arab. After the wedding night with the girls, the Arab left at dawn and never came back. (AINA News Agency, 2007)

Case Study: The Americas: North, Central and South America have all experienced child-sex tourism, albeit in different ways and to varying degrees. Often, child-sex tourism in the Americas has followed the industrialized country to developing country pattern, with Canadian and American nationals traveling to countries in the South in order to take advantage of their wealth advantage and engage in commercial sexual exploitation of children. Some of these destinations have struggled for more than twenty years with child-sex tourists from their northern neighbours. Others, such as Colombia, have started to experience it more recently.

Mexico: A Classic CST Destination? Long regarded as popular sex tourism destination, Mexico continues to face a significant child prostitution problem. An estimate by the State System of Integral Family Development (2005) asserts that more than 20,000 minors were victims of prostitution. Exploitation is reported most frequently in the major tourist towns of Tijuana, Acapulco, Cancún, and Guadalajara. Numerous investigations into American child-sex tourists have led authorities to crimes committed in Mexico; in fact, an incredible 18 of 50 (or 36%) of American child-sex tourism cases between 2003 and 2006 involved crimes committed in Mexico.

Colombia: An Emerging Destination? Colombia is not a country usually associated with tourism as a result of longstanding civil war, kidnappings and a high murder rate. Yet this has not stopped foreign tourists from traveling to Colombia and engaging in child sex tourism in the coastal city of Cartagena or sometimes even the capitol Bogota. NGOs, UNICEF and law enforcement have jointly estimated that there are between 20,000 and 35,000 child victims of CSEC in Colombia. In Cartagena, a major Caribbean destination that attracts tourists from all over the world, an estimated 1,500 boys and girls are exploited in the child sex industry, with foreign tourists visibly seeking minors in prostitution

*Source: The Code of Conduct for the Protection of Children from Sexual Exploitation in Travel and Tourism (the Code)



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2. OUR RESPONSIBILITY ACTIVITY SHEET

Tourism professionals are in a special position to make a difference in the fight against child-sex tourism and forced adult sex tourism. As a tourism professional, you may possibly come into contact with child-sex tourists or traffickers and have the opportunity to save an individual (child, adolescent, adult). In terms of child-sex tourism, what do you feel is your responsibility?

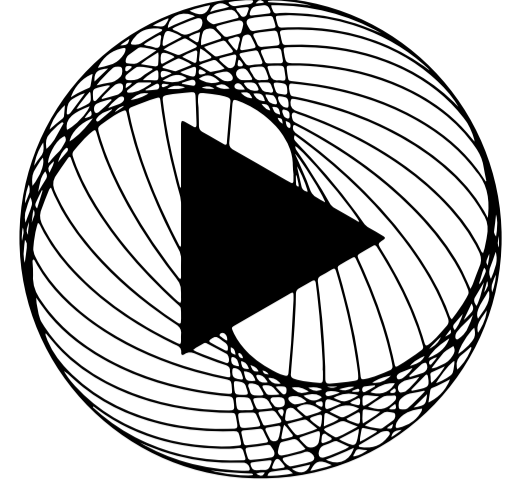
... as an individual?

... as an employee of your company/ tourism professional?

What are the responsibilities of a tourism company?

3. REPORTING TEMPLATE

If you believe that an individual's safety might be in danger, please complete this form to the best of your knowledge and share the same as per the reporting channels –



FIVE HOLDINGS

Development / Hospitality

POLICY ON PREVENTION OF SEXUAL EXPLOITATION OF CHILDREN AND ADULTS IN TRAVEL AND TOURISM

Required Information	Description
Personal information	
Name	
Job title	
Department	
Contact Information	
Your concern	
What is your concern?	
Is this concern based on first-hand information or information divulged to you by someone else? (If so, who?)	
Was this abuse observed or suspected?	
Date and location of the alleged incident	
Information on the alleged abuser	
Name	
Description	
Nationality	
Passport Number	
Address	
Information on the victim	
Name	
Description	
Nationality	
Any further information available	