

**Simplified General Standards for the Protection of Minors from  
Abuse  
at Nobu Hotel Warsaw dated 12.08.2024**

**Short version for children**

**Preamble**

The purpose of the following document is to ensure that you, the children and minors staying at Nobu Hotel Warsaw are safe and have favorable conditions for rest and development. In adopting the General Standards for the Protection of Minors, we have your welfare, mental comfort and proper development in mind first and foremost.

**Chapter I  
Explanation of terms**

**§1**

1. **A child** (otherwise known as **a Minor**) is any person under the age of 18.
2. By **harming**, you should understand the intentional or unintentional action of an adult or another child that negatively affects your physical or mental development, especially a crime committed against you. Examples of harming may include:
  - a. beating, kicking, pinching, choking, pushing and jerking;
  - b. humiliating, ridiculing, name calling, mocking or dragging the child into conflicts between adults;
  - c. sexual violation, in particular forced viewing of nudity, forced undressing, taking photos or videos of a child without clothing;
  - d. neglecting of the child, failure to provide basic food, sleep, keeping the child against his will in a room, abandoning the child unattended.

**All of the above behaviors are not allowed and should raise your concern!**

**Chapter II  
Rules of contact between hotel employees and children**

**§2**

1. Hotel employees have a duty to ensure your safety and **provide you with assistance** if they notice signs of abuse.
2. In their dealings with you, employees must adhere to the principles set forth in these standards.
3. The actions taken against you should be **appropriate** to the situation, **safe, reasonable** and **fair**.

### §3

#### Verbal communication

1. Adults are not allowed to use vulgar words, gestures and jokes towards you, make offensive remarks, direct statements about sexual activity or attraction, and use power or physical superiority over you.
2. Adults are not allowed to offer you alcohol, tobacco products or illegal substances.
3. Hotel employees and foreign adults are not allowed to invite you to their place of residence or propose private meetings, e.g., outside the working hours of Employees.

**All of the above behaviors are not allowed and should raise your concern!**

4. If an employee addresses you in **an inappropriate manner**, **tell** a parent or other caregiver you are staying with at the hotel, or if they are not around, another hotel employee.

### §4

#### Physical contact with the child

1. Employees may not touch you in any way, except as noted below:
  - a. when there is a need to provide you with first aid;
  - b. when you are threatened by another person or by external factors;
  - c. when you pose a danger to yourself or others and your parent or other guardian is not around to intervene;
  - d. with the consent of your parent or guardian and in their presence.
2. If an employee touches you in situations other than those described above, **tell** a parent or other caregiver with whom you are staying at the hotel, or if they are not around, another hotel employee.

## Chapter III Procedures

### §5

1. When you arrive at the hotel, the employees is required to verify that the adult with whom you are checking into the room is your parent, or is otherwise authorized to stay with you at the hotel.
2. An employee may ask the adult with whom you are arriving at the hotel to show proof that he or she is your parent or guardian. If in doubt, the hotel employee will interview the adult to determine whether he or she is a stranger to you.
3. An employee may also ask you directly who the adult you are staying with is - remember that these questions are designed to ensure your **safety**.
4. If a hotel employee, based on a conversation with an adult or you, has suspicions about who an adult is to you, he or she will take **all steps** to ensure **that you are not in danger**.

## §6

1. If a hotel employee, after speaking with an adult, determine that this person is a stranger to you, or that he or she may have ill intentions toward you, they will notify the police.
2. If an adult with whom you are staying at the hotel, a hotel employee or any other person harms you, tell a hotel employee about it - **he will take care of your safety.**
3. If you have suffered harm, do not move away from the hotel alone - tell an employee and wait for the Police to arrive. The employee is obliged to **look after you** and provide you with **a safe place** where you will not come into contact with the person who harmed you.

## Chapter IV Rules for minor trainees

### §7

1. These General Standards also apply to minor trainees serving in the hotel.
2. Trainees are also covered by the additional rules outlined below.

### §8

#### Safe relations between children

1. Staff members have a duty to **respond** if you experience **verbal** or **physical aggression** from another child.
2. If you are harmed by another child, tell a hotel employee.

### §9

#### Internet access rules for minor trainees

1. The facility takes care of your **safety** when using the **Internet**. **Internet** access devices provided by the hotel have anti-virus protection.
2. The use of the **Internet** by children undergoing internship at the hotel is permitted only on the instructions and with the approval of the immediate supervisor/internship supervisor assigned at the hotel.
3. Trainees are allowed to use such devices for private purposes only during breaks from work or with the permission of the internship supervisor assigned to the hotel.

### §10

#### Support of the child in case of abuse

1. In the event of disclosure of **abuse**, hotel staff will contact your parents or others to assist you, depending on the situation. In addition to this, the hotel staff, especially the internship supervisor and the Coordinator will provide you with the necessary **support**.
2. If necessary, the hotel staff will put you in touch with a foundation or other organization dedicated to supporting children.

**Chapter V**  
**Requirements for Employment of Employees**

**§11**

The hotel makes sure that all hotel employees are **safe** for you. Before hiring an employee, the hotel verifies that the employee has never harmed any child and can be allowed to interact with children.

**Chapter VI**  
**Coordinator for the Protection of Minors**

**§12**

1. The person specifically responsible for the safety of children and adolescents at the hotel is the Coordinator for the Protection of Minors, also referred to as the "**Coordinator**."
2. You can check the hotel's website at <https://warsaw.nobuhotels.com> and at the hotel's reception desk to see who is currently serving as Coordinator, as well as to get their contact information.
3. The Coordinator is responsible for upholding the principles set forth in the General Standards for the Protection of Minors, as well as for **supporting** you when **abuse is** disclosed. Remember that the role of the Coordinator is to keep you **safe** - if you feel **threatened**, you can contact the Coordinator yourself, who will implement appropriate measures.

**Chapter VII**  
**Final Provisions**

**§13**

1. The General Standards for the Protection of Minors from Harm shall enter into force on the date of their promulgation.
2. You can read the full text of the General Standards on the hotel's website and also at the reception desk.

**REMEMBER !!!**

**EVERYONE has the right to have their dignity respected!**

IF you are harmed or witness another child being harmed, then  
IMMEDIATELY tell an adult, especially a hotel employee!

Below are helpful phone numbers:

Child and Youth Helpline: **116 111**

24-hour hotline for children, adolescents, parents and teachers: **800 080 222**

Antidepressant Phone of Forum Against Depression: **22 594 91 00**

Psychological Telephone First Aid: **22 425 98 48**