

# Child Protection Policy

## 1. Purpose

To affirm Travel Neutral's commitment to protecting children from all forms of exploitation and abuse linked to travel and tourism—including sexual exploitation—and to ensure safe, ethical, and responsible conduct by all staff, suppliers, and travelers.

## 2. Scope & Principles

Applies to all Travel Neutral employees, contractors, suppliers, agents, and partners. Guided by global frameworks including:

- **The Code of Conduct for the Protection of Children from Sexual Exploitation in Travel and Tourism**
- **ChildSafe Movement** principles for the travel industry
- **ECPAT and UNICEF recommendations** for multi-sectoral child-safe tourism strategies

## 3. Key Commitments

### 3.1 Zero Tolerance

We explicitly condemn and prohibit all forms of child sexual exploitation, abuse, trafficking, or other harm. Violations by any representative of Travel Neutral will result in immediate termination and legal action where applicable.

### 3.2 Employee Training & Awareness

- All staff and guides must annually complete training on children's rights, signs of exploitation, and reporting protocols.
- Guides must refrain from photographing or interacting with children in ways that violate privacy or dignity.

### 3.3 Responsible Product Development & Supplier Contracts

- No itineraries include orphanage visits, child labour activities, or exploitive interactions.



- Contracts with hotels, transport providers, and activity suppliers include clauses prohibiting child exploitation and requiring immediate reporting of concerns.

### **3.4 Customer and Traveler Communication**

- Provide travelers with clear information about respecting local children, avoiding inappropriate behavior, and safely reporting suspicions.
- Encourage responsible tourism practices, discourage giving to street children, and support local community-based initiatives instead.

## **4. Reporting & Response Mechanisms**

### **4.1 Incident Reporting Protocol**

- Any suspicion of child exploitation must be reported immediately to the **Designated Child Protection Officer (DCPO)**.
- Reports are handled confidentially and escalated internally and to authorities as needed.

### **4.2 External Partnerships**

- Travel Neutral collaborates with local child protection hotlines and NGOs in Vietnam to respond quickly to allegations—ensuring safe, child-centred outcomes.

### **4.3 Child Participation & Community Engagement**

- Wherever possible, we involve local children and youth in designing and reviewing child protection measures—empowering them and strengthening local resilience.

## **5. Implementation & Monitoring**

### **5.1 Annual Audit and Reporting**

- We commit to annual internal audits evaluating compliance with the six criteria of The Code.
- An annual summary of child protection actions is shared with leadership.

### **5.2 Stakeholder Collaboration**



- Maintain active communication with tourism authorities, NGOs, and international networks to stay current on policy developments and best practice.

### **5.3 Supplier Assessment**

- All vendors undergo child-safe risk assessments and must complete child protection training if relevant to operations. Regular checks ensure ongoing compliance.

## **6. Traveler Code of Conduct**

Travelers are expected to:

- Treat children with respect—never as attractions or photo opportunities without consent.
- Refrain from giving money or gifts to begging children.
- Report any suspicious behavior immediately to Travel Neutral staff or via a designated local contact.

**Travel Neutral believes ethical, child-safe travel is fundamental to responsible tourism. By embedding these policies into every level of operations, we uphold our duty to protect children and contribute to safer, more sustainable destinations.**