

Trieste, May 26th 2023

CHILD PROTECTION POLICY – ENGLISH VERSION

PRINCIPLES, GUIDELINES AND PROCEDURES FOR SAFEGUARDING AND PROTECTING CHILDREN

Table of Contents

1. General principles
2. Policy implementation
3. Procedures

General principles for the protection and safeguarding of children

SISSA Medialab srl (hereinafter also SISSA Medialab) operates in the field of communication of science and technology to promote scientific citizenship, scientific literacy and the involvement of citizens of all ages in discussing the impacts of scientific and technological research on society and development.

SISSA Medialab embraces the principles contained in the Italian Constitution and condemns any form of discrimination based on age, race, color or ethnic or social origin, sex, language, religion or belief, political or any other opinion, belonging to a minority group, gender identity or sexual orientation, wealth, birth or disability.

SISSA Medialab offers activities aimed at minors, meaning those under the age of 18, especially in terms of entire school classes, with the aim of bringing them closer to the issues and methods of scientific research and promoting direct contact and open dialogue between children, teenagers and researchers.

In this sense, it is fully inspired by the UN Convention on the Rights of the Child, approved by the General Assembly of the United Nations on November 20, 1989 and ratified by Italy on May 27, 1991 with Law No. 176, including where it stipulates that children, in relation to their degree of maturity, must also be heard on the issues that affect them, including, in our case, the ways and means of sustainable development.

Similarly, SISSA Medialab's work refers to the United Nations Declaration on Education and Training for Human Rights adopted on March 23, 2011, and the Declaration on the Promotion of Citizenship and Common Values of Freedom, Tolerance and Non-discrimination through Education, adopted by the Education Ministers of the European Union (Paris, March 17, 2015).

In view of all this, SISSA Medialab is committed to fostering intellectual growth, independent judgment and a proactive attitude in children, at the same time acting to prevent, report and oppose any form of abuse or exclusion as established by the Council of Europe Convention for the Protection of Children against Sexual Exploitation and Abuse of 2007.



Policy Implementation

In view of the principles set forth above, SISSA Medialab:

- ensures that its representatives, its permanent staff, its collaborators as well as its volunteers, where involved, strive to foster the mental development of minors while respecting their individualities and are made aware of the company's Policy and of the issues related to abuse and exploitation, sexual abuse and exploitation and the risks to minors associated with these;
- ensures that all these figures involved in the company's activities adopt all conduct aimed at preventing possible harm to minors and creating an environment in which the rights of minors are always protected, and possible abuse prevented. In particular, that they are clear about when and how to report suspected abuse;
- ensures prompt and effective action in response to any report of abuse by supporting, protecting, and safeguarding the child involved.

The Legal Representative of SISSA Medialab is responsible for this Policy and compliance with it. Reports of any violations will be taken up by the Board of Directors and handled diligently and effectively.

The reporting procedure should be done through email to: info@medialab.sissa.it

The report must include an objective record of the events that occurred, including the following elements:

- references (names of persons involved, dates, times and contextual elements) in which the events were observed, or were reported;
- locations where they occurred;
- accurate and detailed description of the events that occurred, precisely detailing events witnessed firsthand or reported, possibly transcribing the direct speech of the persons who gave information about them;
- indication of any other persons present or aware of what happened.

Procedures

Responsibilities of the Administrative Bodies.

The Legal Representative, in consultation with the Board of Directors, is responsible for:

- ensuring that all its representatives, its permanent staff, its collaborators as well as its volunteers are aware of this document;
- establishing and maintaining a reporting system for the effective and timely handling of alleged violations of the Policy;
- regularly monitoring and updating this Policy, every three years or at shorter intervals if deemed necessary.



Staff recruitment and involvement of collaborators and volunteers

The selection and/or hiring of employees, collaborators or volunteers involved in activities with minors calls for the adoption of measures and tools for communication, controls and procedures for the exclusion of anyone who is not suitable to work with minors. All managerial or subordinate personnel, regardless of their contractual form or volunteer status, are required to be familiar not only with the Company's Code of Ethical Conduct (<https://medialab.sissa.it/sites/default/files/media/codice-etico-it.pdf>) but also this Policy, the adoption of which has been communicated to all staff and is online on the SISSA Medialab website (<https://medialab.sissa.it/it/node/228>) and on the company intranet.

Actions or behavior that may be inappropriate or potentially abusive towards minors must be avoided by everyone involved, and must be reported in case anyone should become aware of or witness such instances. The following is a non-exhaustive list of behaviors to avoid:

1. hitting, physically assaulting, or physically or psychologically abusing a minor;
2. behaving in ways that set a negative example for minors;
3. having relationships with minors that can in any way be considered exploitative, mistreating or abusive;
4. engaging individuals under the age of 18 in sexual activity or intercourse or seeking direct contact for this purpose;
5. act in such a way as to shame, humiliate, belittle a child, or perpetrate any other form of emotional abuse;
6. discredit minors or discriminate against them in relation to specific physical, cognitive, or gender-related characteristics, ethnicity or origin, religious belief, or any other individual characteristic;
7. using abusive language, making suggestions or giving advice that are inappropriate, offensive or abusive;
8. behaving inappropriately or in a sexually provocative way;
9. discriminate against, treat differently or favor some minors while excluding others;
10. violate a child's privacy in any way.

Violations of the Company's Privacy Policy and regulations constitute a disciplinary offense that may be sanctioned, in the most serious cases, even by termination of the employment contract.

Training and awareness

SISSA Medialab staff and collaborators involved in activities with minors are supported in the development of skills, knowledge and experience to enhance their teaching and interpersonal skills and in the protection of children and adolescents, in relation to their role within the organization.

This policy was approved effective immediately on May 26, 2023, as reported in the Board of Directors meeting minutes.