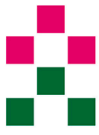


Fondazione
1563
Arte e Cultura

Child Protection Policy

21st March 2022



Child Protection Policy

Foreword

As stated in its bylaws, the purpose of **Fondazione 1563 per l'Arte e la Cultura** (hereinafter "**Foundation**") is to help safeguard, enrich and enhance the heritage of art, culture, archives and libraries and carry out research and higher education activities in the field of humanities.

The Foundation is an auxiliary body of Compagnia di San Paolo, a foundation of banking origin that pursues social utility objectives to promote the civil, cultural and economic development of the territories in which it operates.

The Foundation, which is not for profit, specialises in supporting research, with a particular focus on the development of young scholars, and on the convergence between the potential of digital technologies and the traditions of humanistic research. The Foundation operates in Italy and provides scholarships, promotes research and publications, organises seminars and conferences, collects databases, archival and photographic records and libraries. The Foundation establishes relationships with universities, institutions, businesses and cultural networks and participates in international cooperation projects.

Through its research and public dissemination work, the Foundation also safeguards the heritage of Compagnia di San Paolo's Historical Archives: documents and images that recount the institution's 450-year history.

In pursuing its institutional aims, the Foundation aligns itself with the objectives of Compagnia di San Paolo's multi-year programme and is also guided by the major national and supranational strategies. In particular, the Foundation pursues the Sustainable Development Goals promoted by the United Nations, with particular reference to goals *4. Quality education* and *11. Sustainable cities and communities*, as well as the objectives set at European level by the Next Generation EU - NGEU, particularly as regards digital transformation, policies for new generations, children and young people and, at Italian level, by the National Recovery and Resilience Plan, with particular reference to digitalisation, innovation, competitiveness, culture and tourism, education and research, cohesion and inclusion.

The Foundation has long had an [Organisation, Management and Control Model](#) pursuant to Italian Legislative Decree 231/2001. This includes a section entitled "Principles of Behaviour" that defines the values and rules which members of the management bodies, employees and all those who work for and on behalf of the Foundation are required to know and respect. In particular, the Foundation recognises and respects the personal dignity and rights of individuals in all its activities. The Foundation rejects and condemns any form of discrimination, harassment or offence, whether sexual, personal or of any other nature.

The Foundation has adopted a disciplinary code that provides for sanctions to be imposed on any individual responsible for violating the rules set out in the "Principles of Conduct".

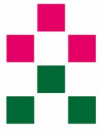
Fondazione 1563 per l'Arte e la Cultura della Compagnia di San Paolo

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Aims

The Foundation is normally focused on initiatives involving adults (university or post-university scholarships, organisation of seminars and conferences for humanities scholars, management of archives and making documents available to researchers, etc.).

However, the Foundation may also carry out teaching and dissemination projects intended for younger generations, and specifically children under 18 (hereinafter “**children**”), and has therefore drawn up and approved a “Child Protection policy” for this purpose.

In particular, this policy aims to:

- minimise the risk that harm or abuse or exploitation to the detriment of children may occur during or as a result of the activities carried out by the Foundation;
- increase the attention paid to children in planning activities intended for them and in which the Foundation is involved, directly and/or indirectly;
- raise awareness and make its employees and contractors, and the people involved in projects and activities of the Foundation, more aware of child protection issues.

With this policy, the Foundation also intends to reaffirm its recognition of the value of each individual, and its rejection of any form of discrimination based, in particular, on age, race, skin colour or ethnic or social origin, gender, genetic characteristics, language, religion or belief, political or any other opinion, belonging to a national minority, gender identity or sexual orientation, heritage, birth or disabilities.

This policy is inspired by:

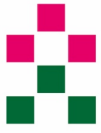
- UN Convention on the Rights of the Child, approved by the General Assembly of the United Nations on 20 November 1989 and ratified in Italy on 27 May 1991 by Law no. 176;
- Council of Europe Convention on the Protection of Children Against Sexual Exploitation and Sexual Abuse, signed in Lanzarote on 25 October 2007
- “Keep Children Safe, Child Safeguarding Standards and how to implement them” guide produced by the Keeping Children Safe organisation

PEOPLE

The Foundation reiterates that every child has the right to be protected from any type of violence or abuse and rejects and condemns all violence and abuse committed against them.

The Foundation therefore **forbids** anyone who may work with children on its behalf and in any respect from:

1. perpetrating physical or psychological violence against children;
2. negatively affecting the harmonious and socio-relational development of children;
3. acting in ways that may harm children or put them at risk;
4. using offensive or harmful or inappropriate language or behaviour towards children;



5. establishing or maintaining interpersonal relations by online means (email, chat, social media, etc.) that are unrelated to the activities planned or unconnected with the Foundation's projects;
6. addressing children with violent language or in a violent manner;
7. lending items of any kind or providing services to children outside the parameters and purposes established by the project activities or without the parent or guardian being aware of them;
8. discriminating against, treating differently or favouring some children while excluding others.

In planning activities intended for children, the Foundation **is committed** to ensuring that the people involved:

1. organise activities in such a way as to minimise risks for children;
2. ensure that a culture of openness and sharing is promoted and maintained;
3. develop the skills and abilities of children;
4. avoid disseminating material not suitable for minors;
5. minimise the use of information, stories and images (such as photographs, videos and social media) of children and avoid any inappropriate use of the same.

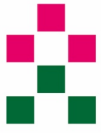
PROCEDURES

To ensure compliance with the contents of the policy, in planning and organising activities for children, the Foundation relies on staff and organisations with proven experience and reliability, such as schools, organisations operating in the children's sector, professional operators.

The Foundation undertakes to carry out its activities in safe and protected environments such as schools, museums, offices of the associations with which it operates.

The Foundation pays particular attention to communication, the management of social media and photo and video archives, the conduct of interviews and focus groups involving children, and in this regard is committed to:

- collecting photographic documentation of children only where strictly necessary for the activities related to the reporting of national/international projects in which the Foundation is involved or for internal documentation needs;
- complying with applicable regulations, including Regulation (EU) 679/2016 (GDPR), and not using the images for any purposes other than those for which they were obtained;
- using professionals with proven experience for taking photos and videos;
- preferably, and always if consent has not been given to the use of the images by the child's parents, to encrypt the faces of the minors before publishing the images on its website or social channels.



ACCOUNTABILITY

The policy, signed by the Chair and the Secretary General, ratified by the Board of Directors, is published on the Foundation's website.

The policy is brought to the attention of contractors, entities and organisations that work with children on behalf of the Foundation.

Formal acknowledgement of and compliance with the Foundation's Child Protection Policy and a commitment to comply rigorously with the principles and values contained therein will be requested when entering into any contract with individuals and entities working with children on behalf of the Foundation, on the understanding that any violation of the policy may result in sanctions that may involve unilateral withdrawal from the contract.

When it launches any activity involving children, the Foundation may arrange preparatory meetings with the staff and contractors involved to investigate the child protection issues that such initiatives may involve, with the help of experts if required.

The policy will also be sent to the funders and supporters of the Foundation.

INTERNAL POLICY CONTACT

The Foundation has identified Elisabetta Ballaira as the internal contact for monitoring compliance with the policy.

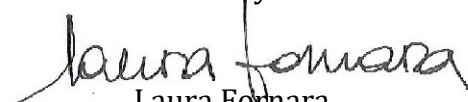
The internal contact person will monitor and update this document on an annual basis, reporting any situations that have occurred, non-conformities, preventive/corrective actions and subsequent improvement plans.

Turin, 21st March 2022

The Chair


Piero Gastaldo

The Secretary General


Laura Fornara