

## Human Resources Policy

We believe that our positive impact on our employees is the cornerstone of Social Sustainability and that our satisfied staff promote and serve the interests of our business and our location alike in the best way possible. To this end, we are committed to:

- J Comply with the requirements of employment and human rights laws and regulations.
- J Respect our employees and their culture, traditions and intellectual property rights.
- J Treat our employees fairly, regardless of their age, disability, nationality, gender, race, religion and sexual orientation, to the extent that the health, safety and physical integrity of customers & other employees are not compromised.
- J Provide continuous training and professional development to all of our employees in accordance to their qualifications and volition.
- J Educate our employees on sustainability policies & practices so that they understand and actively work towards achieving our goals.
- J Provide our staff with salaries that are at least equal to the national minimum wage, depending on the duties required by each position.
- J Ensure our staff get the benefits mandated by current legislation, such as free work uniforms, meals, housing (in case employees are not coming from the place where they work), sick leave, paid leave, maternity benefits, etc.
- J Ensure that our employees work willingly and that they are allowed to leave their positions without being penalized, to the extent that their departure does not adversely affect the resort's smooth day-to-day operations.
- J Provide our staff with information on any necessary means of protection, instructions, tools and training with a view to minimizing or preventing any health or life related risk.
- J Refrain from hiring people under the age of 18, with the exception of tourism school students who do their internship at our facilities. In this case, we undertake to procure all licenses required by law are secured and to observe all applicable legislation.
- J Recognise the rights of representation, participation in a trade union organization and access to the Administration.
- J Coordinate the efforts of the hotel Management and the Human Resources department to promote dialogue and cooperation with each department's staff, with the aim of finding mutually beneficial solutions to any problems or disagreements, in a way that does not undermine the business's operation.

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