



## ***Human Resources Policy***

***Hotel management, as part of its actions to defend the rights and proper treatment of its staff, and with the aim of providing high quality products and services within a framework that is sustainable for both the company and society, the hotel management has formulated the following Human Resource Management Policy.***

**Employment:** Employees are the core asset for the operation and development of a business that aims to provide high quality products and services with a strong sense of responsibility. This is the core of our corporate values, which seek the well-being of our employees and faster long-term collaborative and employment relationships. Guided by a people-first approach, our employment policy is governed by the principles of respect for diversity and the provision of equal opportunities, recognition of lifelong learning, fairness, and the cultivation of a growth-oriented and supportive environment. Our procedures for the selection, evaluation, training and long-term development of our employees, as well as their reward systems, reflect these fundamental principles. A key concern of this company is the prevention and promotion of employee health. For this reason, we design and implement annual training programs aimed at cultivating a culture of health and safety, tailored to the specific characteristics of each job role.

**Labor Rights:** The protection of labor rights, in line with Greek legislation and international standards, is a priority for the company. We are committed to and support the right of all individuals, including minorities and vulnerable groups, to equal protection from any harm or abuse, regardless of age, disability, gender, racial background, religious beliefs, sexual orientation, or identity. All our hotel employees receive regular training on how to recognize and report cases of labor exploitation and abuse, including human trafficking. Our goal is to ensure collective bargaining, regulatory compliance, and to encourage employees to actively participate and openly communicate with the company's management on corporate responsibility issues. We promote and strengthen the exchange of views and constructive dialogue, aiming at our continuous improvement and development. The hotel allows employees to freely join unions/associations operating in the area, to meet during working hours, to form a union, and to elect a representative to discuss matters without management's involvement. Our company upholds the fundamental principles of the international labor organization's declaration on the protection of fundamental labor rights, including: a) the elimination of all forms of forced or compulsory labor, b) non-involvement in child labor, and c) the elimination of discrimination in employment. We also have a specific policy for managing employee complaints and grievances, encouraging dialogue, promoting consultation with employees, and urging communication with senior management.

**Equal Opportunities:** Our company adopts practices and procedures that promote respect for diversity, equal treatment, and equal opportunities for all, while also protecting employee health and safety. We are committed to and support the right of all individuals to equal opportunities regardless of age, disability, gender, racial background, religious beliefs, sexual orientation or identity. The clear organizational structure and the transparency of the criteria for the selection and ranking of potential employees also reflect management's intention to offer equal opportunities for employment and development. In this context, the performance management and evaluation process for human resources has been designed accordingly. The preparation of occupational risk assessments, combined with the key role of safety technicians and corresponding training and awareness programs for employees in these areas, demonstrate the importance of these factors in the daily operation of the company.



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**Employee Development:** With a focus on equality, meritocracy and fairness, our company develops a performance management system that integrates both team and individual performance, linked to an individual development plan, training activities, and a benefits/incentive policy, always considering equal gender opportunities. Rewarding teamwork and individual efforts is a fundamental condition for cultivating and maintaining a desired culture of high performance and continuous improvement. Emphasis on quality, creativity, and productivity based on high standards is undeniably aligned with the desired employee profile for our company and is duly recognized. Additional benefits and incentives focus on attracting and retaining employees, promoting lifelong learning opportunities through continuous and targeted training programs, encouraging personal development through participation in educational programs, and ensuring a quality standard of living and health, including rest and meal benefits.

**Professional Relationships:** Our people are the cornerstone of our success. Therefore, maintaining a work environment that fosters respect, dignity, appreciation for privacy, and demonstrates responsibility and accountability is crucial to our sustainability. The individuals responsible for managing our human resources, together with senior management, design, communicate, and implement related procedures, best practices and guidelines.

**Rules and procedures:** The company's primary goal is to provide services and products that meet high quality standards, including strict safety protocols. For this reason, there are specific job specifications that employees are expected to meet. Moreover, policies are tailored to sensitive issues such as child labor, addressing all forms of violence and ensuring the health and safety of employees. Employees at all levels are informed of the company's policy and are obliged to contribute to its implementation. The company's management is committed to supporting the policy application

**10/03/25**

***The Management***