

Hotel Parque Tropical Labour and Human Rights Policy

Commitment Statement

Hotel Parque Tropical conducts its tourism activities based on principles of sustainability, social responsibility, and respect for human rights. We recognize our responsibility to contribute positively to the well-being of our employees, guests, suppliers, local community, and other stakeholders.

This policy is based on the principles set out in:

- The Universal Declaration of Human Rights.
- The Fundamental Conventions of the International Labour Organization (ILO).
- The Convention on the Rights of the Child.
- The United Nations Guiding Principles on Business and Human Rights.
- The Sustainable Development Goals (SDGs).
- Applicable labour and occupational health and safety legislation.

1. Equal Opportunities and Non-Discrimination

The hotel promotes an inclusive working environment based on respect and equal opportunities.

No form of discrimination will be tolerated.

Decisions relating to recruitment, promotion, training, and remuneration will be based exclusively on professional criteria, experience, and competencies.

2. Child Labour and Protection of Minors

The hotel strictly prohibits the employment of minors below the legally established minimum working age.

Likewise, the hotel maintains a zero-tolerance policy towards child abuse.

All staff will be informed about the internal procedures for responding to and reporting any potential situations of risk identified within the establishment.

3. Forced Labour, Modern Slavery and Human Trafficking

All employment relationships shall be entered into voluntarily and in accordance with applicable legislation.

The hotel does not tolerate any form of forced labour, modern slavery, or human trafficking.

4. Decent Working Conditions

The hotel guarantees:

- Legal and transparent employment contracts.
- Salaries in accordance with applicable legislation.
- Timely payment of remuneration.

- Working hours in accordance with applicable legislation.
- Statutory rest periods and holidays.
- Equal pay for work of equal value.
- Respect for work-life balance.
- Promotion of family and professional reconciliation.

5. Freedom of Association and Collective Bargaining

The hotel fully respects employees' rights to:

- Establish or form trade unions.
- Freely join trade union organizations.
- Elect their representatives.
- Participate in collective bargaining.

6. Prevention of Harassment and Protection of Dignity

The hotel maintains a zero-tolerance policy towards any form of harassment or violence.

Any complaint will be handled confidentially and impartially, without retaliation against the person making the complaint.

7. Occupational Health, Safety and Well-being

Management is committed to:

- Identifying and assessing occupational risks.
- Implementing effective preventive measures.
- Providing ongoing health and safety training.
- Ensuring that appropriate equipment and tools are provided.
- Promoting safe and healthy working practices.
- Investigating incidents in order to prevent their recurrence.

8. Training and Professional Development

The hotel promotes employee development through training programmes covering:

- Customer service.
- Sustainability.
- Human rights.
- Equality and diversity.
- Child protection.
- Occupational health and safety.
- Technical and operational training adapted to the needs of each department.

9. Responsible Relations with Suppliers

The hotel will seek to work with suppliers and contractors who share principles compatible with this policy.

10. Communication and Whistleblowing Channel

Employees have access to safe mechanisms through which they can raise concerns and make suggestions.

All communications will be handled confidentially and without retaliation.

11. Monitoring and Continuous Improvement

Management will review this policy annually in order to ensure its continued relevance, effectiveness, and alignment with applicable requirements and best practices.

Approval

This Labour and Human Rights Policy is approved by the Management of Hotel Parque Tropical and communicated to all employees and relevant stakeholders.

Approval date: 22 / 05 / 2024

Review date: 13 / 05 / 2026

Place, Date: 31/05/2026 Playa del Inglés

Management Signature: _____
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p.p.
Antonio Fabelo
Administrador