

OUR COMMITMENT

At XENOS HOTELS & RESORTS we are committed to treating our employees fairly, with respect and encouraging their personal, financial and professional development.

In line with our vision, we have ensured that all staff are informed of our policies by giving them the work manual at the start of each tourist season.

The company complies with all applicable national and European laws and amendments for employees.

The hotels currently employ over 350 members of the local community. Staff are paid above the national minimum wage.

The company has organized all the necessary training seminars for the employees in the year 2023 so that the staff has acquired all the knowledge to perform their duties and comply with the company's policies.

The management teams of the XENOS HOTELS & RESORTS hotels are committed to managing their businesses in a manner that complies with human rights and national and internationally recognized labor standards.

In particular, we recognize our responsibility to respect and protect these rights in the relationships we develop with our employees, suppliers and our local community, as well as any other entity interested in our business.

At the hotel XENOS HOTELS & RESORTS, we do not tolerate any form of harassment or discrimination, including discrimination based on gender, age, nationality, skin color, sexual orientation or trade union activity.

In addition, we ensure that fair labor practices and human rights in general are respected, promoted and supported in the following ways:

1. Incorporating the ten principles of the UN Global Compact into our policies and procedures.

The 10 Principles of the UN Universal Compact
According to the UN Global Compact businesses must:

- I. Support and respect the protection of internationally declared human rights.
- II. They ensure that their own activities do not involve human rights abuses rights.
- III. They defend the right to cooperate and the effective recognition of the right of collective bargaining.
- IV. They advocate the examination of all forms of forced or compulsory labor.
- V. They advocate the effective abolition of child labor.

- VI. They advocate for consideration of discrimination in recruitment and employment.
 - VII. They support a proactive approach to environmental challenges.
 - VIII. Take initiatives to promote greater environmental responsibility.
 - IX. Encourage the development and dissemination of environmentally friendly technologies and
 - X. They oppose all forms of corruption, including extortion and bribery.
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- 2. Regularly assess the impact of our business operations on human rights and encourage cooperation with affected stakeholders.
 - 3. We regularly train our employees on labor standards and human rights issues and how they can help us support our goals (annual training on anti-discrimination, diversity and gender equality, health and safety).
 - 4. Adoption of a fair and transparent recruitment policy based on diversity, equality and inclusion of all.
 - 5. We offer our employees, where possible, development opportunities and an annual review of their pay.
 - 6. Communication of our grievance and disciplinary procedures to all our employees from the beginning of their employment with our business.
 - 7. Possibility of employees joining a union and participating in union activities during working hours.
 - 8. Offering training opportunities to all our employees for personal and professional development (language courses, stress management seminars, specialized - in terms of their role - training).
 - 9. Collect feedback from employees (in six-monthly surveys) to improve their well-being in the workplace

This policy is communicated internally and externally by posting it on notice boards and on our hotel website.