

## **OUR COMMITMENT**

The management of XENOS HOTELS & Resorts is committed to supporting and cooperating with the local community(s).

In particular, we are committed to operating our business in a way that helps preserve and promote the destination's cultural heritage as well as the local economy.

We believe that maintaining an open dialogue with the local community is vital to ensure that we contribute to the well-being of local people and the environment they live in.

## **OUR GOALS**

- Support initiatives and actions that improve the community.
- Support for the local economy.
- Respect and protection of local culture, traditions and way of life.
- Support and protect access to essential resources and services.

## **WHAT WE DO TO ACHIEVE OUR GOALS**

- We encourage our customers to explore the history, culture and traditions of our destination and local community, as well as the local products and services available.
- We encourage our guests to support our work towards the community through regular charity fundraisers and by inviting them to participate in our annual charity event.
- We provide our guests with guidance on how to behave more responsibly outside the hotel in their interaction with the locals, but also in relation to the local flora and fauna.
- We contribute to the conservation of important cultural and spiritual monuments by making monetary donations every year, but also by encouraging our customers to visit them.
- Where possible, we prefer to source local products and services, as stated in our purchasing policy.
- We give priority to the recruitment procedures of personnel permanently residing in the wider region, as stated in the human resources policy.
- We regularly assess the impact our business has on the local community and work with affected stakeholders.
- We ensure that local populations are treated fairly and equally by being in open communication with them through regular meetings with local bodies (local government, chambers, etc.) and residents' associations.
- We support the "Blue Flag" initiative, an action that aims to protect the coasts and dunes of our region by regularly organizing beach cleanups with the participation of customers and employees.



## XENOS HOTELS & RESORTS POLICY FOR THE PARTICIPATION AND SUPPORT OF THE LOCAL COMMUNITY

- We provide financial support to various local charities.
- As part of our hotel's volunteering program, we provide our employees with the opportunity to allocate two days of their paid working time to support a local initiative/action of their choice.

At XENOS HOTELS & RESORTS we are committed to helping and preserving the traditions and values of our local community and to contribute to the development of local businesses.

For this reason, we have developed a communication policy with locals and local businesses on all aspects of our organization so that we can harmonize our relationships to have sustainable and mutually beneficial relationships.

XENOS HOTELS & RESORTS always buys from local farmers and commercial products for the possible operation of the plant. The hotel also uses cut grass, branches and flowers to create fertilizers for crops in order to minimize environmental impact.

As far as volunteering is concerned, the administration meets annually with local authorities and organises volunteer days in order to keep local roads and beaches clean.

In addition, XENOS HOTELS & RESORTS organizes environmental activities such as helping to harvest local grapes, helping customers learn about local agriculture and volunteering.

To promote local businesses, XENOS HOTELS & Resorts has only local car rental companies and other local entrepreneurs and restaurants.

Finally, the company first looks at local businesses to market products and generally prefers local products in all aspects of its operations.

THE MANAGEMENT  
XENOS HOTELS & RESORTS  
May 1st, 2023