



Social Responsibility Policy

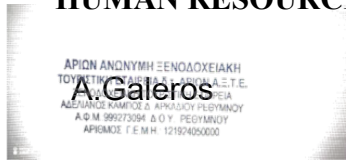
As a family-owned business whose owners originate from the Municipality of Rethymno, we aspire to maintain productive relationships and strong ties with the local community by providing professional opportunities to as many local residents as possible and by giving priority to local suppliers.

In addition to our commitments under our Environmental Policy and our Occupational Health and Safety Policy, Management and Staff are committed to:

- Respecting children's rights and protecting them from all forms of exploitation, including sexual exploitation. Employees are required to report any suspicious activity involving children, whether by staff members or guests, to Hotel Management and the relevant Local Authorities.
- Fully complying with national and international labor laws, regulations, conventions, agreements, and principles relating to employment, as well as to the protection, welfare, health, and safety of children. In this context, any violation of child labor legislation is unacceptable, and it is our policy not to cooperate with suppliers who fail to comply with child labor laws in any of their facilities or those of their subcontractors.
- Upholding the right of all employees to freedom of association, collective action, and collective bargaining.
- Respecting human rights and promoting workplace equality and equal opportunities regardless of:
 - Gender
 - Marital status
 - Whether or not an individual has dependents
 - Religious beliefs or political opinions
 - Race (nationality, skin color, etc.)
 - Age
 - Disability, health conditions, or other personal characteristics
- Prohibiting all forms of violence and harassment occurring during work, related to work, or arising from work, including gender-based violence and harassment, as well as sexual harassment.
- Complying with working hours and remuneration requirements as stipulated by national legislation.

We provide training to our staff regarding our environmental commitments so that they understand the importance of their contribution to achieving our objectives.

HUMAN RESOURCES MANAGER



HOTEL MANAGER

M. KALOΓΙΔΑ