

Human Rights and Employees Policy:

The **Hotel Grand Teguisse Playa** ensures training its employees for a better personal and professional development, we encourage a healthy and relaxed work environment, enforcing to respect their labor rights, all in a firm commitment to the economic development of the community of Lanzarote.

At the Grand Teguisse Playa Hotel:

- ✓ We are committed to providing the necessary training to support our employees in their professional career within our company.
- ✓ We recognize and respect the right to union membership.
- ✓ We comply with state laws and regulations that affect our employees.
- ✓ We are proud of our team and treat it fairly, we put the means to ensure that no one is discriminated against because of their age, sexuality, gender, race, religion, culture or disability.
- ✓ We make sure that all of our employees understand the terms and conditions stipulated in their contract.
- ✓ We offer a decent salary, never below the minimum stipulated by the applicable collective agreement, treating men and women equally.
- ✓ We have a Protocol in case of Sexual Harassment and Labor Harassment to which all employees have access.
- ✓ We encourage our staff with the sustainability commitments that the company supports, in such a way that they understand the role that each one plays and contribute to the objectives and goals that have been established.

Costa Teguisse, July 2016


Adolfo de la Rúa
General Director Hotel Grand Teguisse Playa