



Policy of engagement on human rights

With this policy of commitment on human rights of **ROBINSON Hoteles España & Portugal**, an organization dedicated to elite tourism, applied to the management of all the services and activities developed in its facilities, it expresses its will and commitment to promote among stakeholders that participate in its value chain: collaborators, suppliers, clients, shareholders and society, the incorporation of practices of respect and promotion of Human Rights, as well as their non-violation or complicity.

For **ROBINSON Hoteles España & Portugal** this policy is the declaration of intention to comply with the guiding principles of the United Nations to "protect, respect and remedy" Human Rights in companies

Considering that Human Rights are rights inherent to all human beings, without any distinction of place of residence, sex, origin, nationality, color, religion, language, or any other condition.

ROBINSON Hoteles España & Portugal declares that it respects the Human Rights contained in the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, and in the constitutional and legal frameworks of the countries where it operates, including international treaties ratified by each country. This means that it refrains from infringing Human Rights and is responsible for the negative consequences generated by the violation of Human Rights in which it has direct participation.

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ROBINSON Hoteles España & Portugal has the responsibility of promoting and respecting the Human Rights disclosed in the Universal Declaration, therefore:

- It ensures that the people of the Organization know Human Rights and ensures their respect in the development of business activities.
- It develops positive actions in the promotion of Human Rights in its supply chain so that the Organization is not an accomplice in the violation of Human Rights.
- It does not admit child labor and forced or coerced labor, and through its management in Corporate Social Responsibility . RSE. , it promotes actions that help prevent it.
- It recognizes a decent and timely remuneration to its employees for their work, in no case will it pay salaries lower than the legal minimum in force in the country of operation and it promotes this practice in its supply chain. It respects the right of its workers to be represented by unions or other forms of labor associations, which it considers legitimate representatives of the workers, and to participate in negotiations within the framework of the law.
- Applies legal standards as a tool for managing adequate measures that guarantee the health and safety of its collaborators in work activities, and ensures that its suppliers do so within the framework of their responsibilities.
- It promotes gender equality in its activities.
- Seeks a thorough understanding of the culture, religion, norms and values of ethnic groups, therefore, during the design, construction and operation of projects, it manages consultations and provides information on impacts and their management measures through meetings with these groups, with the purpose of building a positive and mutually beneficial relationship.
- Promotes equitable treatment in relation to access to employment and adequate working conditions. It does not tolerate any discriminatory treatment based on sex, race, color, nationality, social origin, age, marital status, sexual orientation, ideology, political opinions, religion or any other personal, physical or social condition of its collaborators.