

Human and Labour Rights Policy

At **Macaronesian Hotels & Resorts** we are committed to guaranteeing a positive relationship between the hotel and its employees, reason why we look after the wellbeing, safety, cohesion and work-life balance of our staff. We have therefore set the following targets:

- To comply with all laws and regulations in labor management.
- To ensure the wellbeing and satisfaction of our employees, which has a direct impact on the quality of the service they deliver.
- To foster permanent workforce with the lowest staff turnover possible, which allows to count on qualified employees who master their jobs.
- To guarantee the adequate labour conditions as per the Hotel Trade Convention of the province of Santa Cruz de Tenerife and any agreements signed by trade unions and the hotel employers, in compliance with the the existing legislation with regard to the rights, salaries and equality of the employees.
- To offer the staff the necessary training in all the aspects required as per the existing legislation so that they may perform their professional activity safely.
- To offer every employee access to the quality policies, courtesy rules, code of conduct and use of the equipment and facilities of the hotel.
- To guarantee the staff's freedom to join trade unions or any other similar organization established to protect and represent the rights of the employee.
- Appreciate and value our staff treating them in a fair and respectful manner, ensuring non-discrimination regardless of age, sexuality, gender, ethnicity, religion, culture or disability.
- To engage our staff about our sustainability commitments for a better and greater understanding of the role they play in achieving our goals.

In Tenerife, on 20th April 2026



Jorge Marichal
CEO