

# Responsible Workplace

## Enorme Hotels Human Rights Policy

At Enorme Hotels & Villas we support and respect the protection of human rights within the company's sphere of influence and conduct our business in a manner consistent with the principles contained within the United Nations Universal Declaration of Human Rights. These efforts include a focus on standing against such tragedies as human trafficking and the exploitation of children.

### ▪ Ethical Business Conduct

We believe that it is defined both by the results it achieves, and the way it achieves them. Enorme Hotels is committed to maintaining a high standard of business ethics, integrity and honesty in full compliance with all applicable laws. The Company's Code of Business Ethics contains rules and guidelines, and serves as a reminder of its policies and commitment to do what is right and ethical for Enorme Hotels environment. All employees, hotels, and contracted parties shall comply with the laws and agreements applicable to operations and positions in the countries and jurisdictions where they operate.

### ▪ Protection of the Rights of Children

Enorme Hotels supports every child's right to a safe and secure childhood and is committed to the principle that all people have the right to grow up and develop without fear of exploitation or harm. Enorme Hotels condemns all forms of exploitation of children. The Company does not recruit child labor, in accordance with the applicable International Labour Organization Conventions, and supports the elimination of exploitive child labor. The Company and its employees shall comply with all applicable laws and regulations regarding the prevention of the commercial sexual exploitation of children, including the prevention of the use of its premises for such exploitation.

### ▪ Combating Human Trafficking

Enorme Hotels is committed to combatting modern-day slavery through the adoption and promotion of business practices that seek to protect victims of human trafficking, and the development of proactive measures to educate employees and encourage its partners and the broader business community to take a stand against human trafficking.

### ▪ Protection of the Rights of Employees

We seek to maintain a culture that supports the well-being and inclusion of all employees and we committed to encouraging a positive working environment which meets and exceeds legal requirements. Enorme Hotels recruits employees without regard to race, gender, age, disability, marital status, pregnancy, sexual orientation, nationality, caste, political affiliation, veteran status, religious beliefs, union organization, minority group or any other characteristic protected by law. We support the elimination of forced labor, prison labor, indentured labor or exploited bonded labor and the freedom of association and the right to choose a collective bargaining representative.

Enorme Hotels endeavors to hold its suppliers and contractors to the same ethical business standards and human rights compliance it supports.

