



## **POLICY ON GOOD WORKING CONDITIONS AND HUMAN RIGHTS PROTECTION**

R2 Hotels is committed to respecting and protecting human rights and fair working conditions, recognised nationally and internationally.

We are aware of our responsibility to respect and protect these rights in all our business areas, including our employees, suppliers, local community, clients and other stakeholders.

We base our work on compliance with the United Nations Universal Declaration of Human Rights, including its 30 essential rights.

To fulfil our commitment:

- We have a human rights and labour policy, an equality plan, an anti-harassment protocol and a code of ethics.
- We implement a fair, transparent recruitment policy based on equality and diversity.
- Our staff have access to a suggestions box and monthly meetings with department heads, where their opinions are collected to seek improvement and well-being.
- The possibility of joining a trade union and participating in trade union activities during working hours.
- We comply with national and international standards on wages, rest hours, holidays and days off.
- We regularly train and promote our staff.
- We collaborate with our suppliers and partner companies, in those environments and markets where circumstances so advise, in their practices of respect for human rights.
- We seek improvement by periodically reviewing actions and implementing new ones to adapt to what is stipulated and necessary for proper fulfilment of our commitment.

This internal policy is communicated through our staff screen, notice board, personal meetings and emails.

Quality Manager, 1 March 2026