

## EMPLOYMENT POLICY

The management of the hotel Royal Palm Resort & Spa reached the conviction that satisfied employees are needed to ensure the satisfaction of our customers. We recognize that we have responsibilities not only to our customers but also to our employees.

To ensure this, we define the following promises:

- All employees shall be respected and treated equally, regardless of their sex, sexual orientation, age, religion, culture, ethnic identity, or disability.
- Employees will be trained constantly and we will always attempt to promote internally to offer a personal development.
- We will attempt to give new vacancies to people from the local community.
- We abide with all the laws and rules of employment, both local and national, and we make sure we comply with all rights and responsibilities, like wages, working hours, such as the right of representatives and disciplinary actions among others.
- We will establish everything what is necessary to ensure the safety and health of all employees, such as training and periodic health controls.
- We will respect the minimum age for work, established by law.

For the next year we want to establish procedures for all departments and a comprehensive quality management system in order to comply with our own policies in all aspects and we will implement an internal complaints procedure by appointing a contact person for this purpose.

Raffaella Di Meglio  
Directora

Esquinzo, Fuerteventura  
02/05/2022