

GOOD LABOUR PRACTICES POLICY AND DEVELOPMENT OF HUMAN RIGHTS

Garden Hotels is aware of our influence in the compliance of Human Rights, therefore, and within the framework of our Corporate Social responsibility policy, we establish the following principles:

- Comply with all laws and regulations in labour management.
- Our employees will receive a decent wage, in accordance with the Collective Agreement and hospitality of the community and will work the number of correct hours, complying with the law of national employment.
- Candidates for a job will not suffer any discrimination in the selection process during the development of their work once the contract has formalised.
- The staff of Garden Hotels is free to join a Trade Union or similar organization established to protect and represent the rights of the employee.
- The management will promote the contribution of extraordinary benefits to staff such as meals, lodging, or uniform washing according to their needs.
- Encourages the development of staff in their jobs, improving their ability with opportunities for professional training.
- The management will seek to know the issues of the local community that may affect their lives and will ensure that their views are considered by decision of the company.
- The protection of children and adolescent of abuse or sexual exploitation in tourism will be managed actively. Garden Hotels is committed to empowering the company staff to learn and behave accordingly to practices and policies for the protection of girls, boys and adolescents from commercial sexual exploitation. For the proper management and situations of this nature, presented to them in the exercise of activities, encouraging to act as preventive agents for this problem.
- We appreciate our staff and we treat them fairly and respectfully by ensuring that we do not permit discrimination against anyone, regardless of age, sexuality, gender, ethnicity, religion, culture or disability
- We involve our staff on our sustainability commitments, so they understand their part in carrying out our objectives.
- Monitoring sustainability indicates and relates to labour practices

Hotels and lodgings are frequented by many types of different people, including customers, suppliers and staff. It is almost impossible to predict when a person commits human rights to another individual, it is important to understand how to manage this risk to ensure the protection of the well-being of vulnerable groups, including children, and ensure that they are treated fairly and respectfully without distinction of sexuality gender, age, ethnicity, religion or disability.

The global code of ethics for tourism of the UNWTO (World Tourism Organization) establishes that the exploitation of human beings, of any form, especially the sexual, and particularly when it affects children and adolescents, violates the fundamental aims of tourism and constitutes a denial of its essence.

Human rights are those basic freedoms inherent to all human beings. They are based on the principles that all humans, without distinction, have the universal right to be treated with dignity, equality and respect. The Universal Declaration of human rights identifies them as the 30 fundamental principles that were adopted by the General Assembly of the United Nations in 1948:

1. We are all born free and equal.	11. We are always innocent until proven guilty.	21. The Right to democracy
2. Do not discriminate	12. The Right to privacy	22. Social security
3. The Right to life	13. Freedom of movement	23. The Workers' Rights
4. No slavery	14. The Right to asylum	24. The Right to play
5. No torture	15. The Right to a nationality	25. Food and accomodation for all
6. You have rights wherever you go	16. Marriage and family	
7. We are all equal in the eyes of the law	17. The Right to property	26. Right to education
8. The law protects your rights	18. Freedom of thought	27. Copyright
9. No unfair detainment	19. Freedom of speech	28. A fair and free world
10. The Right to a trial	20. The Right to public assembly	29. No one can take away your Human Rights