



## CORPORATE SOCIAL RESPONSIBILITY POLICY

Garden Hotels, a well known hotel chain located in the Balearic Islands and Andalucia, is aware of its needs to develop their ethical and environmental values, and communicate them to stakeholders and society in general, always attentive to our vision as a company and brand reference, differentiation of our products and our customer loyalty.

To develop its activities and services in accordance with respect for these values, is adopted this Social responsibility policy which aims at the sustainable development of the company, combining its economic development with social commitment and respect for the environment.

This policy is based on the following principles:

1. Encourage personal, labour and social development of all workers of the company, encouraging training and especially those who are developing a work directly related to the environmental and social aspects of their activity. Rating the professional training of all of them and their dignified working conditions.
2. Taking all appropriate measures to meet and promote all legislation and regulations in force in the field of environment, hygiene and labour risks, labor, financial aspects and human rights in our area.
3. Encourage the communication with clients and other interested parts, looking for cooperation in the protection of the environment and promotion of the culture and traditions of our municipality.
4. Reverse the economic development of the company in the community, valuing the hiring of local staff and the purchase of local products. Also involve suppliers and companies subcontracted in the adoption of environmental standards and quality of its products.
5. Establish the measures necessary to understand, control and improve the environmental aspects of our activity. Reduce the consumption of natural resources by applying the best possible management and technology available, and encouraging in the generation of waste minimization and ensure proper management.
6. Collaborate with the Administration as well as the entities or groups that promote better management of our environment and the benefits of the society in general.



7. Develop each of these principles in a manner that suits the search for the maximum satisfaction of our customers and the continuous improvement of our services.

In order to ensure the proper development of this policy, Garden Hotels will be valued and to drive any deviation from the principles established here with the help of the recommendations of the environmental management system according to the ISO 14001:2015, TRAVELIFE system, as well as the sustainability of the GRI (Global Report Initiative) Guide.

The principles of this document are complemented with the corresponding annexes in regard to good labor practices and human rights concerns, support for the local community, Health and Safety, Environmental Policy and Quality Policy. These documents shall be subject to periodic review to stay current with change in internal and external circumstances of the company and in line with the evolution of society.

A handwritten signature in dark ink, appearing to read "Gabriel Llobera", enclosed within a hand-drawn oval.

Inca, 12th May, 2017

Gabriel Llobera

Vicepresidente Ejecutivo - Hotels y Aparthotels Garden