



HUMAN RIGHTS AND EMPLOYEES POLICY

At SeaCrete Hotels, we respect all human rights and defending them as set out in the 1948 Universal Declaration of Human Rights by the General Assembly of the United Nations.

In particular:

- We believe that all human beings, whatever their skin colour, age, appearance, gender, religious beliefs, nationality or ethnic origin, sexual orientation, cultural background or disability, are entitled equally to the same fundamental rights without any kind of discrimination.
- We respect the personality of each employee while we ensure a working environment against any type of discrimination or harassment, providing equal opportunities for development. Our primary ambition is to create an employer-employee relationship based on dialogue and cooperation.
- We inform our staff about the terms and conditions of their employment and their labour rights, such as joining any trade union or professional association they wish. Moreover, all staff members receive a signed copy of their employment contract along with a written description of their duties.
- Simple and clear procedures have been established concerning cases of staff misconduct, as well as complaints by employees. These procedures are communicated regularly to all staff members and are available to them at all times.
- We encourage and simultaneously reward the productivity of our employees having introduced several incentives (Employee of the Month, additional healthcare cover, etc.)
- We promote the professional advancement of our staff by supporting the development of their skills and the enrichment of their knowledge base, through appropriate training programs. This way, we provide support from their initial hiring and throughout their career in our hotel group.

We plan to:

- Conduct an anonymous staff satisfaction survey at the end of 2022.
- Provide certified training opportunities during the winter period of 2021-2022.
- Implement a joint reward scheme for all our staff starting in 2023.

Theofilos Georgiou
General Director
SeaCrete Hotels