



Labour policy

February 2022

HM-whala!hotels wishes to guarantee decent, fair, equal treatment for all its staff, fostering professional development at all times.

This labour policy establishes the basic principles that are needed to guarantee staff employment rights, a satisfactory working environment, the prevention of occupational risks, and talent management for the purposes of professional development.

It is a broad-ranging policy, encompassing all the company's current work centres and any future ones that HM-whala!hotels might operate.

HM-whala!hotels undertakes to comply with the following principles:

- To comply with all pertinent labour legislation and regulations in each of the countries in which the company is present.
- To guarantee decent, fair, respectful treatment and not to tolerate any discrimination, whatever the reason, in staff selection processes or in the fulfilment of work activities once a person has been hired.
- To count on the necessary procedures to guarantee equal opportunities, giving preference, if possible, to the hire of local staff.
- To provide staff with a safe, respectful working environment, applying all necessary measures in the fields of occupational risk prevention and health and safety.
- To contribute to the company staff's professional realization through transparent, objective procedures, fostering training and ongoing improvements to professional skills.
- To recognize the right to association and membership of a trade union, forging relations based on dialogue and cooperation.
- To try and create an environment of ongoing improvements, taking action to boost the wellbeing of teams of staff and to detect areas where there is room for improvement.

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CEO