



## **SATOCAN TOURISM SOCIAL POLICY**

For SATOCAN TOURISM, Social Responsibility is about promoting and guaranteeing the integration of social aspects into its strategy, policies, practices and procedures, while performing all its activities and engaging in public relations in the spirit of this social dimension.

We, at SATOCAN TOURISM, firmly believe in the protection and support of the rights of our employees and of human rights in general. We tackle and condemn any practice concerned by any form of discrimination or violation of rights.

In view of the above:

- We formalise written contracts with our employees which contain clear information about their pay, the kind of work they will do and their working days/hours, in due accordance with Spanish legislation.
- We ensure that all staff members' pay is above the national minimum wage, irrespective of age, sexuality, gender, ethnicity, religion, culture or disability.
- We recruit employees from our local community as we believe that the skills of local people add to the value of our hotel.
- We take out an insurance policy to cover all our employees which is applicable for their period of employment with us.
- We ensure that the employees of all departments receive appropriate health and safety training.
- We arrange a time and a place so that all staff members can discuss any complaint, problem or suggestion they may have with the HR and Administration department.
- At least once a month, we hold staff meetings with groups from each hotel department, or a general staff meeting to ensure that all employees fully understand their tasks and responsibilities.
- We make it perfectly clear that we all treat each other and our customers/guests with respect, irrespective of age, sexuality, gender, ethnicity, religion, culture or disability. No form of discrimination will be tolerated at our hotel.
- We encourage and seek to create the conditions whereby our employees can feel part of the hotel and the "Satocan family". We are so proud when we can help to improve people's lives while in the process of improving the hotel.
- A separate child protection policy has been created to guarantee the protection and rights of children.