

Social awareness policy

The **social awareness policy of ROBINSON Hotels Spain & Portugal**, an organization dedicated to elite tourism, applied to the management of all services and activities carried out in its facilities, understands **Corporate Social Responsibility** as a commitment to society and the environment that it implies a responsible and ethical management model in the execution of its business and in relations with our interlocutors, regardless of where they are carried out, and with the objective of contributing to the development of a more just and equitable society.

This social policy is governed by the following principles:

- Good corporate governance, understood as the incorporation of ethical behavior in all aspects of the direction and management of the company.
- Permanent innovation, understood as the concern to improve our products and services in a sustainable, profitable and respectful way with people and the environment.
- Great work environment that favors professional development, equal opportunities and plurality and functional diversity at work.
- Focus on quality and excellence in service as a way of thanking our customers for the trust they place in us.
- Concern for the economic, human and social development of the communities in which the company is present, as well as with respect, support and promotion of culture, regulation and conservation of the local environment.
- Commitment to environmental preservation and respect for native fauna and flora, based on the conviction that a sustainable economy is the way forward.

The different interest groups or collectives and individuals participating in this social policy are:

- Employees

As such, the company is committed to its employees to promote and develop policies that ensure the principles of equity and equal opportunities and that allow the proper professional development in an environment of quality and safety at work. Likewise, it focuses on prioritizing the hiring of local staff to favor the development of societies where the company is present and enriching the cultural diversity of our work teams.

- Suppliers

They are a fundamental part of the value chain, which is why they are integrated into CMR policies. The company focuses its efforts on prioritizing the acquisition of local products to strengthen the economic and social development of the community, if quality standards, price and health and safety criteria are guaranteed.

- Society

ROBINSON Hotels Spain & Portugal's policies aim at the development of a fairer and more equitable society, for which cooperation with public administrations, social agents and social entities are key lines of action to promote CPR. It is therefore necessary to maintain a permanent dialogue with the local community and social actors in order to know their needs and contribute to their progress through responsible behavior.

- Promotion

ROBINSON Hotels Spain & Portugal participates with local colleges or internship schools to provide opportunities for work experience to future workers who do not have previous experience, so that they are greatly helped in the integration of labor through these promotional agreements that we have