



HUMAN RIGHTS AND EMPLOYEE POLICY

Theofilos Chalkiadakis S.A.

Cactus Hotels

Cactus Hotels respect all human beings and its operation is based on the principle that all humans – irrespective of religion, gender, nationality, skin, color, sexuality, age, culture or disability – have the universal right to be treated with dignity, equality and respect.

Cactus Hotel's social commitment consists of its responsibility towards its employees and the community in which it carries out its business. Both are governed by respect and by encouraging personal, economic and professional development.

We value our staff and treat them fairly and with respect, ensuring that no-one is discriminated against, irrespective of age, sexuality, gender, ethnicity, religion, culture or disability.

We commit to provide all necessary resources so that staff can work smoothly and securely to a suitable working environment.

We take staff development seriously and provide training to support our employees in their roles in the team and throughout their careers at our hotel.

We comply with all applicable employee laws and regulations in our country.

Wherever, possible, we employ staff that live in the local community.

We pay our staff above the national minimum wage.

We will train our staff on our sustainability commitments, so that they understand the role they play in delivering our objectives and targets.

Cactus Hotels protect the rights of people in our local community ensuring that:

We don't restrict the local community's public rights of access.

Public access to essential natural resources, particularly water, is not restricted and local sanitation services are not compromised.

No historical or archaeological artifacts are sold on the premises.

Protected or sensitive areas are identified and the property has a plan in place to minimize negative impacts.

Nikos Chalkiadakis

CEO of Cactus Hotels