

RESPONSIBLE BUSINESS POLICY

(TREATMENT OF EMPLOYEES, LOCAL COMMUNITY AND CHILD PROTECTION)

Valamar Riviera d.d. is committed to building good and fair relationships with employees with full respect for the local community and culture and local suppliers.

General objectives:

EMPLOYEES

- We value our employees by treating them fairly and with respect, taking care not to discriminate against anyone, regardless of age, disability, nationality, gender, race, political attitudes or activities of employees, and religious or sexual affiliation.
- We are committed to the professional development of employees by providing training, which helps our employees in the performance of work tasks, from onboarding and further through career development in our company.
- We operate in accordance with applicable laws and regulations related to work.
- Wherever possible, we employ local community staff.
- We educate our employees about the benefits of sustainable business so that they understand and are actively involved in achieving our goals.

LOCAL COMMUNITY

- We are committed to maintaining a close relationship with our local community, ensuring that any outstanding issues

related to our business are resolved in our mutual interest.

- Wherever possible, we buy food and beverages from local suppliers.
- We encourage our employees to volunteer in beach cleaning and participate in humanitarian projects.
- Part of the income generated by the business is set aside for local projects, humanitarian and environmental programs.

CHILD PROTECTION

- We take child protection very seriously, especially the prevention of abuse and sexual exploitation.
- We train our employees to take action if they suspect a child is in danger.
- We pay great attention to general safety measures in our properties, especially in relation to measures that will prevent threats to the safety of children.
- In all our properties, the general director and/or manager is personally responsible for taking care of the safety of children and for instructing employees to act properly in case of suspicion of child endangerment.

The success of the Company is reflected in our satisfied guests, motivated employees and the achievement of our business goals.