



LINDOS HOTELS

Labor Standards & Human Rights Policy

At Lindos Hotels we are committed to fostering a positive, safe and inclusive work environment for our employees – encouraging personal, economic and professional development. Lindos Hotels have a strong fundamental commitment to hard work, fair business practices and respect. Our reputation and continued success as hospitality leaders in Rhodes is grounded in our commitment to service and business integrity and in our application of consistently high standards to everything we do.

We employ ambitious people across all our properties and try to enhance training programs and partnerships that further develop hospitality skills and opportunities for students with tourism degrees. We seek to attract, develop, and retain the best and brightest talent in hospitality.

The main aspects of our Labor standards & Human Rights policy are as follows:

- We strive to provide a safe and healthy working environment for all our employees.
- We value our staff and treat them fairly and with respect, and do not tolerate discrimination against age, sexual orientation, gender, ethnicity, religion, culture or disability.
- We aim to foster an inspiring and cooperative staff environment and encourage positive employee morale through recognition, effective communication and constant feedback.
- We take staff development seriously and provide training to support our employees in their roles from their induction and throughout their careers at our hotels.
- We train our staff on our sustainability protocols, so that they understand the role they play in delivering our objectives and targets.
- We comply with all applicable employee laws and regulations in our country.
- As much as possible, we employ local staff.
- We ensure staff adheres to their fixed hours and any additional overtime is compensated accordingly. We comply with national and international employment law or benchmark industry standards; through advanced training and development opportunities.
- We offer employee benefits and perks including complimentary dry cleaning and laundering of uniforms, complimentary daily meals, staff accommodation, transportation to and from work, paid sick leave, and maternity or paternity leave.
- Our staff is encouraged to join a trade union or similar organization, which is in place to protect and represent their employee rights.

Lindos Hotels are committed to maintaining and promoting a high standard of business ethics, honesty and integrity as well as an open-door policy to encourage the reporting of any violations of company policy, misconduct or mistreatment.