

HUMAN RESOURCES POLICY

The Management of the Hotel 4 * Benalmádena Palace, in accordance with the Basic Principles, is committed to compliance with the following policies:

- **Treatment:** Guarantee a fair and dignified treatment, respectful of the different cultural sensibilities. That does not allow discrimination on grounds of nationality, social group, age, sex, disability or religion, excluding any type of abuse or harassment and establishing the necessary conditions of safety and health in the workplace.
- **Employment:** Having recruitment and selection procedures that guarantee equal opportunities, evaluating candidates with clear criteria to identify the ideal skills for the position, as well as ensuring strict compliance with current legislation on hiring.
- **Development:** Encourage the professional realization of employees, within a framework of personal fulfillment, without interference with the objectives of the company, through objective and transparent processes and, if required, establishing training and training programs that serve as key element for continuous improvement.
- **Compensation:** Adjust the remuneration policy and social benefits to the economic and social framework, to the level of responsibility assigned to each position, to the performance and to the achievement of the objectives; in an equitable manner and in accordance with established regulations.
- **Labor relations:** Recognize the right of association and union affiliation and establish a relationship of dialogue and cooperation with the unions and their representatives, without this endangering the existence of the Company. It is the responsibility of Human Resources, the design, management and dissemination of human resources procedures. Each person who manages a human team - hotel or department - is responsible for the application of this Human Resources Policy and compliance with the corresponding procedures.

