

HUMAN RIGHTS CORPORATE POLICY

La isla y el mar, hotel Boutique, feels the responsibility of defend and protect all human rights, not only of its employees but also the rights of everyone that are part of their activity or take part on it.

One of our main goals is to actively contribute to the world efforts to guarantee that human rights are understood and fulfilled.

This Policy will be available in all relevant languages in the Suites of our Guests and in the web page of our hotel, and the employee manual.

SCOPE

Our Human Rights Policy applies to all colleagues and employees, whether they are a full time, part time, contract or temporary employees, and extends to all our controlled businesses and associates that we operate with. We do not have a controlling interest. We will encourage business partners, including contractors, suppliers and joint venture partners to apply this Policy. We have insisted to our Suppliers in the importance of informing all their employees as well about our Policy of human rights, exposure and fulfillment and we have also included our Human Rights clause in our Purchasing Policy and selection of all our Suppliers.

PURPOSE OF THE POLICY

The aim of the Policy is to communicate to and to enhance awareness with our customers, suppliers, investors, employees and the communities in which we operate, the ethical and social values we respect and our commitment to upholding and embrace human rights.

By promoting sound ethical values and human right principles we aim to be an inspiring business for people to join. The hotel is seriously engaged and compromised with the defense of human rights and its values which are highly respected by the whole Company and its employees.

The Annual Convention in favor of the Children's Rights is one of the fundamental basis to acquire our political commitments and to instructing our Policy Provisions.



HUMAN RIGHTS PRINCIPLES

In line with United Nation's Guiding Principles on Business and Human Rights, which set out global standards for preventing and addressing the risk of adverse impacts on human rights linked to business activity our Corporate Company values are based on the following aspects:

- Having a Policy commitment to meet the responsibility to respect human rights.
- Engaging in due diligence to prevent, mitigate and account for how the company addresses its human rights impacts.
- Avoiding complicity in human rights violations.
- Investigating allegations of adverse human rights impacts
- Providing access to a grievance mechanism to raise concerns or identify potential human rights impacts.
- Ensuring that such a grievance mechanism is accessible to representatives of the communities in which we operate.

When applicable to do so, La isla y el mar, hotel Boutique will engage with the relevant communities and other partners to better understand any questions or concerns about our activities and their possible impact. The evidence of such stakeholder consultation will be documented and reported.

La isla y el mar, has adopted a series of human rights principles in protection of all its employees across its business activities:

ANTI DISCRIMINATIVE ATTITUDES AND RESPECT FOR ETHICAL VALUES

- All employees should conduct themselves in accordance with the highest ethical standards.
- Our aim is to ensure that no discrimination is practiced within La isla y el mar, hotel Boutique. We have adopted an "equality for all" policy to prevent discrimination in hiring, compensation, promotion, training, termination or retirement based on race, caste, colour, national origin, sex, age, religion, disability, veteran's status (United States), marital status, actual or perceived sexual orientation, employment status or political affiliation.
- Our aim is to ensure that all La isla y el mar, hotel Boutique employees are able to work in an environment free of physical, psychological or verbal abuse, the threat of abuse and sexual or other harassment and, accordingly, these are prohibited.

EMPLOYEE RIGHTS

Health and Safety

- Employment is freely chosen. No forced or bonded labour is permitted.
- Our aim is to facilitate a sound, safe and healthy working environment for all our employees.

Employees at La isla y el mar

- We take reasonable steps to:
 - prevent accidents and injury to health arising out of, associated with or in the course of work, by minimizing so far as is reasonably practicable, the causes of hazards inherent in the working practice and environment and
 - provide our employees with a safe and secure environment for their work.
- All employees shall receive the necessary health and safety training for their line of work.
- Access to clean facilities, drinkable water and, if appropriate, sanitary facilities for food storage shall be provided.
- We provide a secure and confidential means of giving feedback to management without any fear to consequences or reprisals according to our Whistleblowing Policy.



HUMAN RIGHTS PRINCIPLES

WAGES

- Employees shall be paid wages and benefits, for a standard working week that meet or exceed the minimum national requirements and according to the current Hospitality Agreement of Las Palmas and prior contract agreement.
- Employees must be informed of their employment conditions in written and understandable format with respect to wages and the circumstances of each payment.

WORKING HOURS

- The working hours of La isla y el mar employees shall comply with applicable laws.
- We operate flexible working practices recognizing the need for employees to balance their working life with other interests and responsibilities as far as is reasonably practicable within the constraints of effectively running the business.

Freedom of Association and the Right to Collective Bargaining

- The national and other applicable laws and regulations concerning an individual's freedom of association shall be complied with at all times.
- We shall not discriminate against employees' legal bargaining representatives.

PROHIBITION OF CHILD LABOUR

We support the long-term objective to eliminate child labour globally, being consistent with the United Nations Convention on the Rights of the Child and the relevant ILO Conventions

No children are to be employed directly by La isla y el mar, hotel Boutique.

RISK ASSESSMENTS

As part of our standard due diligence and on-going risk assessment procedures, we look to identify, prevent, mitigate and account for how the company addresses its human rights.

GRIEVANCE MECHANISMS

Procedures are in place to enable colleagues to raise, in confidence, matters of serious concern in areas such as human rights violations.

We recognize the importance of such grievance mechanisms being accessible to representatives of the communities in which we operate and suppliers can raise any concerns through our dedicated email address at administracion@laislayelmar.com

RESPONSIBILITIES

The General Manager of the hotel is accountable for compliance with the Policy within our wider framework of managing corporate responsibility.

Heads of Departments and Assistants must also know the UDHR and establish appropriate responsibilities and procedures within their business units making sure they are acting in a fair and equitable manner and ensuring that the Director of Human Resources is informed of any issues arising in the hotel or the business activities and environment.

The Director of Human Resources must be informed at any time of any incidents arising in the hotel to the grievance and suggestions direct mail which is his direct one.

We expect employees to maintain the highest standards in conformity with these principles.

Disciplinary measures shall be enforced against any La isla y el mar, hotel Boutique employee who is in breach of these human rights principles.

If colleagues have concerns about any instance of malpractice, human rights abuses or discrimination, they have a responsibility to raise them through their line manager in the first instance or, if this is not practical, the confidential "Whistleblowing" helpline, direct e-mail or phone of the Human Resources Director at the earliest possible opportunity.

This Policy was approved by the Management Team of La isla y el mar, hotel Boutique on 1st. of February 2018.

ADDITIONAL REFERENCES

- United Nations Universal Declaration of Human Rights
<http://www.un.org/en/documents/udhr/>
- International Labour Standards
<http://www.ilo.org/global/standards/lang-en/index.htm>
- UNICEF's Convention for the Rights of the Child
<http://www.unicef.org/crc/>