EMPLOYEES POLICY

The Management of HOVIMA Hotel is fully involved in the effort to make compatible the own economic development and the one of the society, being responsible for the impact of the company's activity on hotel staff, the local community and the environment, in order to provide future generations with a healthy and prosperous environment.

The commitment assumed by the management is as follows:

- Appreciate our staff and treat them fairly and respectfully ensuring that they do not allow discrimination against anyone, regardless of age, sexual orientation, ethnicity, religion, culture and disability.
- Take seriously the professional development of the staff and provide training to support our employees in their jobs from their introductory training and during their professional life in our hotel
- Comply with all applicable laws and regulations of employees in Spain and the European Union
- Employ staff who live in the local community where possible
- Train our staff on our sustainability commitments, so that they understand their part in the performance of our objectives and goals.

For these reasons since the opening of this hotel establishment and in the future our goals have been and will be the following:

- Train 100% of our staff to understand their responsibilities in the performance of our sustainability strategy
- We will ensure that all our staff receive a salary above the national minimum wage, regardless of age, sexual orientation, gender, ethnicity, religion, culture or disability.
- We will work toward a staff turnover that is less than the national average for the hotel sector.
- We will hire the maximum amount of our staff from the local community.

HOVIMA Hotel assigns the human resources and viable economic materials necessary for the establishment and review of such objectives and goals in accordance with the commitment to continuous improvement.

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