



## Samian Mare Hotel & Suites - Human Resources Policy - 25 September 2025

At Samian Mare Hotel & Suites, we firmly believe that our employees' well-being is the bedrock of our commitment to Social Sustainability. We recognize that contented and engaged staff not only contribute to our business success but also enhance our relationship with the community. To this end, we are wholeheartedly dedicated to the following principles:

**Compliance with Legal Requirements:** We comply with all employment and human rights laws and regulations.

**Respect for Diversity and Culture:** We hold respect for our employees, their diverse backgrounds, cultural traditions, and intellectual property rights.

**Fair Treatment:** Our pledge is to treat all employees fairly and equitably, regardless of age, disability, nationality, gender, race, religion, or sexual orientation.

**Continuous Learning and Development:** We actively invest in the continuous training and professional development of our employees, aligning opportunities with their qualifications and aspirations.

**Sustainability Education:** We are dedicated to educating our workforce about sustainability policies and practices, fostering a shared understanding and active participation in achieving our sustainability goals.

**Competitive Compensation:** We guarantee that our staff receives salaries that at least meet or exceed the national minimum wage, commensurate with the responsibilities associated with their respective positions.

**Benefits Compliance:** We ensure that our employees receive all benefits mandated by current legislation. These benefits include free work uniforms, meals, housing (for employees not residing in the area), sick leave, paid leave, maternity benefits, and more.

**Voluntary Resignation:** Our employees are encouraged to work willingly, and they have the freedom to resign from their positions without fear of penalization.

**Health and Safety:** We provide our staff with comprehensive information, tools, and training necessary to minimize or prevent any health or safety-related risks.

**Youth Employment Standards:** We refrain from hiring individuals under the age of 18.



**Workers' Rights and Representation:** We recognize and uphold the rights of our employees to representation, participation in trade union organizations, and access to the administration.

**Promotion of Dialogue and Cooperation:** We actively foster dialogue and cooperation between the hotel management and encourage open communication with staff from all departments. Our goal is to collaboratively find mutually beneficial solutions to any challenges or disagreements without compromising the resort's operations.

The General Management will communicate and implement this policy in conjunction with department heads within Samian Mare Hotel & Suites. Together, they will monitor the corresponding procedures and, where necessary, top management. Our commitment is to continually improve and uphold these principles, fostering a workplace culture built on respect, fairness, and shared success.

APPROVED BY:

***Vangelis Sarrigiannis***

General Manager