



The **Zeus Hotels PAPA KALIATIS BROTHERS SA** – hotel management, always having as main purpose the provision of services that meet the demands of its customers, the respect for the human and the insurance of excellent working conditions, meets the requirements of the **TRAVELIFE** standard.

The main motivation is:

- the search for improvement of the internal operating system,
- the creation of a "channel" of external communication at all levels, ensuring the protection of the Health and Safety of its employees, guests, associates, local society and the public,
- the training and utilization of human resources.

In the context of continuous improvement, Management sets targets for Health and Safety at work and Corporate Social Responsibility, which are reviewed annually in terms of their degree of implementation, approves new or modifies older depending on Hotels' performance and the new conditions in their area of action.

Hotels' Management and Hotels' Staff are committed to:

- Systematically monitoring and observance of compliance obligations relating to health and safety at work
- Systematically identifying, assessing the health and safety risks arising from their activities
- Informing and encouraging their staff to actively participate, at an individual and team level, in improving the working environment
- Ensuring the protection of the Health and Safety of staff, guests, associates, local society and the public
- The continuous improvement of working conditions, through the development of process evaluation and relevant indicators
- Promoting open dialogue and informing interested parties in a spirit of honest and mutual respect

In addition to Management's commitment to Health and Safety at Work, in the framework of Corporate Social Responsibility, Hotels' Management and Hotels' Staff are committed to:

- Respecting the rights of children and protecting them from all forms of exploitation, including sexual exploitation. Staff is required to report to Hotel Management and Local Authorities any suspicious activity related to children, from employees or clients
- Full compliance with national and international labor regulations, treaties, conventions and principles related to work, as well as to the protection of well-being, health and safety of children. In this context, people under the age of 18 are not hired on its premises. Child labor is not acceptable and Hotel's Policy is not to cooperate with suppliers who make use of child labor in their facilities or in their subcontractors' facilities
- The mandatory signing of employment contracts with all employees
- The right to collective action and collective bargaining for all employees
- Safeguarding employment equality and equal opportunities regardless of:
  - Sex,
  - The marital status,
  - The existence (or not) of dependent members,
  - Religious belief or political position,
  - The race (ethnicity, skin color, etc.)
  - The age
  - Any special needs, health issues or peculiarities



- The impartial assessment of staff, avoiding the use of disciplinary practices, where the hotels' principles are not violated in terms of health and safety at work and corporate social responsibility
- Combating all forms of violence, bribery, corruption and fraud,
- The protection of personal data and literary property of personnel, customers and any other interested party,
- Respecting customers and competitors by preventing any unfair competition and similar practices and promoting free market rules,
- The compliance of national legislation concerning working hours and wages,
- The purchase of local produced goods and the use of local companies to provide services, whenever is possible,
- The search for better quality goods and services.
- Purchasing products made from recycled products or being recycled, non-harmful, biodegradable and non-toxic, energy-efficient and water-saving, wherever is possible,
- Repairing or maintenance of equipment and furniture against their replacement, whenever is possible,
- The choice of green equipment and the investigation and information of alternative energy sources,
- Encouraging suppliers and general external providers to comply with the Hotels' Policies and Principles regarding:
  - Working relationships,
  - Environmental Protection,
  - Health and Safety at work
  - Supplies
  - Business Ethics

As a result of this, **Zeus Hotels PAPA KALIATIS BROTHERS SA** – hotel management is committed to the active participation of everyone involved and the provision of resources at every level (human - material - financial) that will contribute to continuous improvement.

**1/4/2016**

**On behalf of the Company**

**Eleftherios Papakaliatis**  
**Managing Director**