



HUMAN RIGHTS POLICY

The purpose of this document is to outline Hipotels' commitment to ensuring that all our activities respect human rights and consider the well-being of the communities in which we operate. To achieve this, we focus on:

- Creating work environments based on respect for human dignity, prohibiting any form of harassment protected by law, and rejecting all forms of forced or compulsory labor.
- Guaranteeing equal opportunities by supporting the professional and personal development of all employees. We reject any form of discrimination based on race, color, nationality, religion, political or trade union ideologies, sex, marital status, age, disability, or family responsibilities.
- Promoting diversity and inclusion by integrating different cultures, backgrounds, and abilities within our workforce, ensuring that every individual feels valued and respected within the organization.
- Contributing to the development of local communities where we operate by undertaking social initiatives to improve quality of life. Additionally, we promote respect for local culture and traditions, acting as ambassadors of these values to our guests.
- Maintaining ethical and lawful relationships with suppliers of goods and services, ensuring that they all comply with current regulations.
- Ensuring the protection and safety of minors in all our activities and facilities, firmly rejecting child labor.

Hipotels is committed to addressing any form of abuse or violation of rights through its ethical channel, ensuring due guarantees and compliance with constitutional and labor regulations, as well as the United Nations Guiding Principles on Business and Human Rights.