With a view to promoting and encouraging Corporate Social Responsibility in our business activities and creating value in the corporate, social and governance spheres, ADH HOTELS & RESORTS is formalising its practices though this Corporate Social Responsibility Policy, which establishes our organisation's general framework and basic principles and that we are making available to our employees and to society at large.

At ADH HOTELS & RESORTS, we understand social responsibility as a requirement for the success of our tourist sector activity, for which reason we prioritise personal well-being and the sustainable development of tourist destinations and of the communities where we operate.

To offer quality service while respecting the environment and generating wealth in society through our activities, services and products, ADH HOTELS & RESORTS is adopting the following principles:

1. Favouring the organisation's strategic objectives to provide a quality, environmentally friendly service

2. In compliance with the law in the countries and destinations in which the organisation operates

3. Aligning the foundations set out in the organisation's Mission, Vision and Values, notary its other Corporate Policies, with our daily practices

4. Publicly disseminating relevant, reliable information on the organisation's activities, so as to instil an attitude of transparency, thus generating confidence and credibility

5. Supporting the conservation of the artistic and cultural heritage of the locations where the organisation is present

6. Aligning the organisation's economic growth with sustainable development and efficient resource management

7. Providing environmental training to our employees, involving them in our environmental practices and objectives

8. Encouraging employees to take initiatives, innovate and participate, valuing, and awarding them for, their achievements

9. Avoiding and penalising any type of discrimination, ensuring that human rights are respected at the organisation's facilities, notary in our business relationships and our relationships with the local community

10. Keeping the organisation at the cutting edge of service quality

11. Creating and fostering a healthy, safe work environment for our employees

12. Keeping lines of communication with our stakeholders open and operational, valuing their opinions and proposals

Approved in Madrid, on 16 November 2022

Carlos Martins

CEO of ADH HOTELS & RESORTS