

## Human Rights & Employee Policy

The company **Theofilos Chalkiadakis S.A. – Cactus Hotels** respects all human rights and operates on the principle that all individuals – regardless of religion, gender, nationality, skin color, sexual identity, age, culture, or disability – have the universal right to be treated with dignity, equality, and respect.

### Commitment to Employees

#### **Cactus Hotels' social commitment includes:**

- Respect and Promotion of Development: Supporting the personal, financial, and professional growth of all employees.
- Equal Opportunities: Fair and non-discriminatory treatment of all staff, regardless of personal characteristics.
- Safe and Healthy Work Environment: Providing all necessary resources for a secure and uninterrupted working environment.
- Education and Training: Ongoing training and skill development to enhance performance and professional advancement.
- Compliance with Legislation: Adhering to all applicable labor laws and regulations.
- Preference for Local Employment: Hiring from the local community wherever possible.
- Fair Compensation: Offering salaries above the national minimum wage.

### Commitment to the Community

#### **The company safeguards the rights of the local community by ensuring that:**

- Public access to communal spaces is not restricted.
- Access to essential natural resources, such as water, remains free.
- Local waste collection services are not hindered.
- No items of historical or archaeological value are sold on the premises.
- Protected or sensitive areas are treated with care through the implementation of plans to minimize negative impacts.

### Training and Awareness

**Theofilos Chalkiadakis S.A. – Cactus Hotels** is committed to educating its staff about its sustainability commitments, ensuring they understand their role in achieving sustainable development goals.

Sincerely,

*Nikos Chalkiadakis*  
CEO of Cactus Hotels SA

