

Code of Ethics

The **Code of Ethics** of **Cactus Hotels SA** defines the principles and values that guide the behavior of our employees and partners, ensuring integrity and professionalism in all our activities.

- **Respect and Equal Treatment:** All employees and partners are treated with respect, without discrimination based on gender, nationality, religion, or other characteristics.
- **Professionalism and Integrity:** We act with transparency, honesty, and ethics in all our operations.
- **Confidentiality Protection:** Employees are required to safeguard the confidentiality of both corporate and personal data.
- **Responsibility and Accountability:** Everyone is responsible for their actions and decisions, which must align with the company's values.
- **Transparency in Transactions:** All business transactions must be clear, lawful, and properly documented.
- **Environmental and Social Responsibility:** We are committed to sustainability and social responsibility, with respect for the environment and the local community.

Compliance with the Code of Ethics is mandatory for all employees, and failure to adhere to it may result in disciplinary actions.

Employees are encouraged to report any violations or ethical concerns through the appropriate company communication channels.

Best regards,

Nikos Chalkiadakis
CEO of Cactus Hotels SA

