

HUMAN RIGHTS - LABOUR POLICY

HUMAN RIGHTS

SENTIDO Port Royal Villas & Spa Hotel acknowledges respects and, through its Business Principles, commits to operating its business in a manner consistent with the principles contained in the United Nations Universal Declaration of Human Rights and Global Compact. SENTIDO Port Royal Villas & Spa Hotel view on human rights reflects the Company's commitment to conduct its business in a manner consistent with these principles and to protect human rights within the Company's sphere of influence. In addition, the Company's core values enumerated below work to further develop its culture as one committed to ethical business practices and good corporate citizenship.

SENTIDO PORT ROYAL VILLAS & SPA HOTEL CORE VALUES:

- Act with integrity in all that we do: Without integrity, the foundations of business and life crumble.
- Respect everyone, everywhere: Whether we are working with a customer, a hotel franchisee, a senior executive or a security guard – respect knows no boundaries.
- Provide individual opportunity and accountability: As leaders, we need to actively include diversity in our thought process. Diversity or inclusion – here at SENTIDO Port Royal Villas & Spa Hotel, it is the same concept. Being inclusive expands our horizons and our society.
- Improve our customers' lives: Whether we are helping our hotel franchisees or resort affiliates with their businesses or creating memorable experiences for the guests visiting our properties – we strive to improve their lives through their interaction with us.
- Support our communities: As a large company, we provide employment that helps out the communities in which we operate. But the SENTIDO Port Royal Villas & Spa Hotel philosophy is that that is not enough. We need to give back to our communities to improve the world around us. We have created the Wishes by SENTIDO Port Royal Villas & Spa Hotel program which embodies our philanthropic donations including the use of our time to help others.

As stated above, SENTIDO Port Royal Villas & Spa Hotel core values and Business Principles require that its business be conducted with honesty and integrity, and in full compliance with all applicable laws. Company policies establish clear ethical standards and guidelines for how the Company does business and establishes accountability. All Company employees are required to obey the law and comply with specific standards relating to legal obligations, ethics, and business conduct. The Company has clear accountability mechanisms in place to monitor and report on compliance with these directives. In addition, parties contracting with the Company, such as franchisees and resort developers, are also required to operate in a manner which is compliant with all applicable laws and subject to certain operating standards, and where necessary, the Company will take actions to terminate relationships with parties who fail to comply with those standards.

PROTECTION OF THE RIGHTS OF CHILDREN

SENTIDO Port Royal Villas & Spa Hotel condemns all forms of exploitation of children. The Company does not recruit child labor, and supports the elimination of exploitive child labor. SENTIDO Port Royal Villas & Spa Hotel also is supportive of laws duly enacted to prevent and punish the crime of sexual exploitation of children. SENTIDO Port Royal Villas & Spa Hotel will cooperate with law enforcement authorities to address any such instances of exploitation of which the Company becomes aware.

PROTECTION OF THE RIGHTS OF EMPLOYEES

SENTIDO Port Royal Villas & Spa Hotel acknowledges the human rights of its employees throughout the globe and endeavors to provide a safe and healthy working environment for all of its employees.

SENTIDO Port Royal Villas & Spa Hotel supports the elimination of all forms of forced, bonded or compulsory labor, the freedom of association and the right to choose a collective bargaining representative, if desired.

SENTIDO Port Royal Villas & Spa Hotel further supports and upholds the elimination of discriminatory practices with respect to employment and occupation, and promotes and embraces diversity in all aspects of its business operations. SENTIDO Port Royal Villas & Spa Hotel is an equal opportunity employer and does not discriminate either directly or indirectly against employees or prospective employees on the basis of race, color, religion, sex, sexual preference/orientation, citizenship, marital status, veteran status, national origin, age or disability, or against any other protection established by applicable law or regulation.

SENTIDO Port Royal Villas & Spa Hotel is dedicated to creating a workplace that values and respects people from diverse backgrounds and enables its employees to do their best work. The Company embraces the unique combination of talents, experiences and perspectives of each employee, making its success possible.

Employee Labour Policy

At our hotel, we are committed to the professional and personal growth of our staff through thoughtful management and training. We believe that professional responsibility work both ways and expect our staff to be responsible to the hotel management as well

We treat both guests and co-workers in a manner that is pleasant, courteous, prompt and professional. We belong to the tourism industry and the quality service is our main concern.

We offer many benefits to our full & part time employees and to our students that includes clinics, health insurance, accommodation, three meals, discount to all our spa treatment, free hairdresser, uniforms, free laundering of uniforms, payment for sleekness and annual training for environmental and social issues

We offer to our staff

- equal rights for promotion
- equal opportunities
- the right to suggest solutions and ideas
- equality for their origination
- payment due to the legislation
- information for their rights through the accountant office
- equality to their payment rights and for their allowances
- prosperity during their work
- pleasant working environment
- access to educational programs for tourism and everything connected to it
- Training for tourism, service, communication and public relations.
- Ann effective complaints procedure

We are trying to create a healthy and safe environment for all our staff members in order to achieve pleasant working conditions to keep our employees happy with their job and to support their efforts. We give them incentives to work as employees are our best and faithful clients!

Responsible for the health, safety and prosperity of the staff is our general manager.