



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.

CHILD PROTECTION POLICY

At Hipotels, we reaffirm our firm commitment to protecting and promoting children's rights, aligning ourselves with the principles established in the **United Nations Convention on the Rights of the Child** and other relevant international regulations. We recognize our responsibility to ensure the safety, development, and well-being of minors in all our operations and business relationships.

Principles and Commitments

1. **Comprehensive Child Protection**

We are committed to preventing any violations of children's rights by actively managing potential negative impacts arising from our activities. We ensure that our operations, products, and services are designed to safeguard their well-being and do not put them at risk.

2. **Eradication of Child Labour**

We strive to contribute to the eradication of child labor in all our activities and supply chains, ensuring that our suppliers adhere to this principle.

3. **Safety and Protection in Our Facilities**

We are committed to providing a safe environment for minors in all our facilities and activities. This includes implementing specific security measures to prevent any form of abuse, exploitation, or neglect.

4. **Safe Products and Services**

We ensure that all products and services offered in our establishments are safe for children and actively promote their rights and well-being.

5. **Responsible Marketing**

We adopt a marketing approach that fully respects children's dignity and rights. We commit to using advertising techniques that reflect our ethical values and protect children from any form of exploitation or inappropriate content.

6. **Awareness and Cooperation**

We consider continuous staff awareness and training on children's rights to be fundamental. Additionally, we commit to actively collaborating with local and international organizations to develop and support initiatives that foster the protection and promotion of these rights.

7. **Implementation and Compliance**

We have developed a comprehensive internal protocol to recognize, report, and manage any situation related to violations of children's rights. This protocol establishes a clear and detailed procedure to ensure a swift and effective response, guaranteeing child protection at all times.

Furthermore, we implement a continuous evaluation process to review the effectiveness of the protocol and adapt it to new challenges or emerging situations. This allows us to constantly improve our practices and ensure that we are adequately responding to the needs of child protection across all our operations.

ACTION PROTOCOL FOR CASES OF CHILD ABUSE

Objective

To ensure an immediate and respectful intervention in cases of child abuse, protecting the child and complying with legal regulations.

1. Identifying Signs of Abuse

- Train staff to recognize indicators of physical abuse (unexplained injuries), emotional abuse (behavioral changes), sexual abuse (inappropriate knowledge), or neglect (lack of basic care).

2. Initial Action in Case of Suspicion or Report

- Listen calmly without interrupting.
- Avoid confronting the alleged perpetrator.
- Protect the child if they are in immediate danger.

3. Internal Notification

- Inform the protocol officer and document the facts objectively.

4. Reporting to Authorities

- Immediately report the case to the relevant authorities.
- Fully cooperate with the investigation.

5. Support for the Child

- Ensure psychological and medical care.
- Accompany the child with a trusted adult.

6. Case Follow-Up

- Monitor the child's well-being and assess the impact of the incident.

7. Prevention and Awareness

- Regularly review protocols and train staff on child protection.

8. Confidentiality and Data Protection

- Handle case information with strict confidentiality and store records securely.

9. Legal Responsibilities

- Comply with child protection laws and enforce disciplinary measures if the perpetrator belongs to the organization.

Note: This protocol will be reviewed regularly to adapt to legal changes and best practices. All employees must be aware of it and act accordingly.

CSO Chief Sustainability Officer

Cala Millor, a 8 de julio 2025



