



## **PERLA HOTEL**

### **Written Policy Statement for Labour & Human Rights**

It is the shared commitment of the management and owners of TUI SUNEEO Perla to ensure that all our employees are working in a safe environment.

We believe that the wellbeing of our workers is what makes or breaks the business's long-term success. Deflated, overworked staff delivers low quality work and lack a commitment to your business, whereas a healthy, looked-after team feels capable and eager to perform at their best. After all, most people spend a third of their life in work, so they want to feel fulfilled and have their contribution valued.

#### **1. Policy Statement**

TUI SUNEEO Perla seeks to provide a work environment where employees are treated with respect, dignity and consideration. This commitment is built upon a framework of policies and procedures designed to ensure fairness in the recruitment, development and retention of all employees.

#### **2. General Principles**

All employment must be in compliance with all applicable laws and regulations of the countries in which TUI SUNEEO Perla operates. Where the applicable local laws and regulations require higher or additional levels of protection of human and employment rights than those set out in this Policy, the local laws and regulations will take precedence.

All TUI SUNEEO Perla Employees are required to report any actual, suspected or potential violations of all Company policies, including this Human Rights and Labour Standard Policy. Failure to do so may lead to disciplinary action, up to and including termination of employment.

This Policy shall be reviewed on an annual basis and updated where necessary to ensure the continuous improvement of working conditions and management of labour risks TUI SUNEEO Perla global operations.

TUI SUNEEO Perla shall make available sufficient resources to give effect to its commitment to year on year improvements to working conditions and management of labour risks in its global operations.

### **3. Specific Provisions**

- **Human Rights**

TUI SUNEО Perla supports and complies with the United Nations' Universal Declaration of Human Rights and seeks to honour the principles of internationally recognised human rights wherever it operates. Each TUI SUNEО Perla employee shall be treated with dignity and shall not suffer harassment, physical or mental punishment or other forms of abuse. TUI SUNEО Perla has effective grievance mechanisms which are transparent, equitable and predictable to enable the remediation of any adverse human rights impacts that may arise in its operations. TUI SUNEО Perla promotes effective employee engagement throughout its operations and welcomes open feedback from employees on all matters of company business.

- **Freedom of Association**

DIT TUI SUNEО Perla recognises and respects the right of employees to establish and join organisations which are designed to engage in collective bargaining and other initiatives to further and defend the interests of the workforce.

TUI SUNEО Perla employee shall be dismissed or otherwise prejudiced for reason of membership of such an employee organisation or because of participation in that organisation outside of working hours, or with consent of their line manager, within working hours. TUI SUNEО Perla employees shall enjoy protection against discrimination by virtue of their membership of an employee organisation and employment shall not be conditional upon an employee not joining or relinquishing membership of such an organisation.

- **Compulsory Labour and Human Trafficking**

TUI SUNEО Perla does not accept nor condone any form of modern slavery whether forced, compulsory or trafficked labour. Without limitation, TUI SUNEО Perla does not engage sweatshop labour, convict labour or indentured labour under penal sanction. All TUI SUNEО Perla employees shall provide their services to the Company on an entirely voluntary basis and no one shall be forced to remain in the employ of TUI SUNEО Perla against their will.

TUI SUNEО Perla has a zero-tolerance approach to modern slavery and encourages all employees to raise concerns about any issue or suspicion of modern slavery, in any part of the Aqua Nevis Club Hotel business at the earliest opportunity.

- **Child Labour**

TUI SUNEО Perla adheres to and strictly complies with international child labour conventions and child labour laws and regulations in the countries in which it operates. The minimum age of a TUI SUNEО Perla Employee shall be not less than the age of completion of compulsory education in the country of location of the relevant

TUI SUNEО Perla business unit, and in any event, shall not be less than 16 years.

Where the work concerned is by its nature or the circumstances in which it is carried out, deemed to be “hazardous” under the definition provided by the International Labour Organization 138 Concerning Minimum Age, the minimum age of the TUI SUNEО Perla Employee shall be not less than 18 years.

- **Discrimination**

TUI SUNEО Perla strictly prohibits discrimination and harassment against any TUI SUNEО Perla Employee or any applicant for employment with TUI SUNEО Perla, whether such discrimination or harassment is based on sex, race, age, colour, ancestry, religion, belief, disability, sexual orientation, marital status or any other feature protected by law.

This provision should be read in conjunction with Section VIII of the TUI SUNEО Perla Code of Ethics and Business Conduct which contains further guidance on the TUI SUNEО Perla position with regard to discrimination, harassment and other potential issues in the workplace.

10 May, 2024

Signed:

HOTEL MANAGER

TUI SUNEО Perla

Sunny Beach

Bulgaria

