

	Labour Standards & Human rights Policy	Edition 0.2-01 01.04.2026 P06
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Introduction

At **Gennadi Grand Resort and Lindos Imperial Resort & Spa**, we are committed to respecting human rights and maintaining a positive, safe, fair and inclusive working environment in which all employees are treated with dignity and respect.

We recognize that our employees are fundamental to the quality and sustainability of our operations. We therefore seek to attract, develop and retain talented people while promoting fair employment practices, equal opportunities, professional development and respect for internationally recognized human rights principles.

Our approach is based on compliance with applicable Greek and European labour legislation and on the principles of fairness, integrity, equality, dignity and responsible business conduct.

Our Commitments

The Management of **Gennadi Grand Resort and Lindos Imperial Resort & Spa** is committed to:

Equal Opportunities & Non-Discrimination

- Providing equal opportunities and treating all employees fairly, with dignity and respect.
- Preventing discrimination in recruitment, employment, remuneration, training, development or career opportunities on the basis of gender, age, race, ethnic or national origin, religion or belief, disability, sexual orientation, marital or family status, or any other characteristic protected by applicable legislation.
- Making employment-related decisions based on legitimate professional criteria such as qualifications, competence, experience, performance and the requirements of the position.

Dignity, Respect & Prevention of Harassment

- Maintaining a working environment free from harassment, bullying, intimidation, violence, abuse, exploitation and other inappropriate or degrading behaviour.
- Treating any reported concerns regarding harassment, discrimination, violence or inappropriate workplace behaviour seriously and in accordance with established procedures and applicable legislation.

Prevention of Forced Labour, Modern Slavery & Human Trafficking

- Prohibiting all forms of forced, compulsory or involuntary labour, modern slavery and human trafficking.
- Ensuring that employment is entered into voluntarily and that employees are free to terminate their employment in accordance with applicable legal and contractual requirements.

Child Labour & Protection of Young Workers

- Prohibiting illegal child labour and complying with all applicable Greek and European requirements regarding the minimum age of employment and the protection of young workers.

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- Ensuring that young employees, trainees and students participating in work or training programmes are employed under appropriate and lawful conditions and are not assigned activities that may endanger their health, safety or development.

Fair Working Conditions

- Complying with applicable employment legislation concerning working hours, rest periods, days off, annual leave and other statutory employment rights.
- Providing remuneration and employment conditions in accordance with applicable legislation, contractual requirements and relevant employment arrangements.
- Maintaining appropriate records related to employment, working time and other legally required employment information.

Health, Safety & Well-being

- Providing and maintaining a safe and healthy working environment and implementing appropriate measures to prevent occupational injuries and work-related ill health.
- Providing employees with appropriate health and safety information, instruction, training, equipment and supervision according to their duties and associated risks.

Training & Professional Development

- Supporting the professional development of employees through appropriate induction, training and development opportunities.
- Providing employees with the knowledge and skills necessary to perform their duties effectively and responsibly.
- Raising employee awareness of the hotels' commitments regarding quality, food safety, health and safety, environmental protection and sustainability, according to their roles and responsibilities.
- Supporting, where appropriate, cooperation with tourism schools, educational institutions and training programmes that contribute to the development of skills and employment opportunities in the hospitality sector.

Local Employment

- Supporting local employment and, where appropriate and feasible, providing employment and professional development opportunities to members of the local community.

Freedom of Association

- Respecting employees' lawful right to freedom of association and their right to join, or choose not to join, a trade union or other lawful employee representative organization, without discrimination or retaliation.

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- Respecting employees' rights to representation and collective bargaining in accordance with applicable legislation.

Employee Voice & Reporting Concerns

- Encouraging employees to raise concerns, report inappropriate conduct or communicate potential violations of this Policy through the appropriate internal channels.
- Ensuring that concerns are treated appropriately, objectively and, where possible, confidentially.
- Prohibiting retaliation against employees who, in good faith, report legitimate concerns or participate in an investigation.

Privacy & Personal Data

- Respecting employees' privacy and protecting their personal data in accordance with applicable data-protection legislation and established internal procedures.

Suppliers, Contractors & Business Partners

Where relevant and proportionate to the nature of the relationship, **Gennadi Grand Resort and Lindos Imperial Resort & Spa** expect suppliers, contractors and other business partners to comply with applicable labour and human rights legislation and to respect fundamental principles concerning fair treatment, health and safety, prevention of forced and child labour and non-discrimination.

Where significant concerns or non-compliances are identified, appropriate action may be taken according to their nature and severity.

Implementation & Continual Improvement

The Management is responsible for supporting the effective implementation of this Policy and for providing the appropriate resources, information and organizational arrangements necessary to uphold its principles.

Employees are expected to understand and respect the principles of this Policy and to contribute to maintaining a professional, fair, safe and respectful working environment.

This Policy is communicated to employees and made available to relevant interested parties, where appropriate.

The Policy is reviewed **at least annually**, as well as whenever significant changes occur in applicable legislation, employment practices, organizational context or other circumstances relevant to labour standards and human rights.

Gennadi Grand Resort and Lindos Imperial Resort & Spa are committed to continually improving their employment practices and supporting the protection of human rights throughout their operations.

This Policy is approved by the Management of **Gennadi Grand Resort and Lindos Imperial Resort & Spa** and becomes effective as of the date of its approval.

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