

## **COMMUNITY POLICY**

**Last Modified: April 2<sup>nd</sup> , 2019**

Management and Staff alike of the NESTOR HOTEL are committed to ensure that all our actions positively impact the local residential and business community. Management and staff are working to ensure positive social and economic impact or at least minimisation to the acceptable levels. Our main objectives relating to society and our responsibility, is directly connected with the following:

### **Certifications**

- **Travelife Award:** In our efforts for the satisfaction of wider sustainability criteria, including socio-economic impacts and staff welfare, our goal for 2019 will be certification with the Travelife requirements and consequently the Travelife Gold Award.
- **ISO 14001:** The management of NESTOR hotel, recognizing the importance of protecting and preserving the environment, is on process of adopting principles that ensure environmentally friendly operation of the hotel in accordance with the requirements of international standard ISO 14001. Our goal will be certification by the end of 2019.
- **ISO 22000:** Having identified and assessed the potential risks related to all food handling chain in our hotel we have created a monitoring and control plan to ensure food safety and hygiene whereas we have achieved certification with the ISO 22000.
- **ISO 9001:** Alongside with the above management systems we have fully incorporated quality management procedures in accordance with the requirements of the international standard ISO 9001, through which we aim to identify and satisfy our customers' requirements, while we will be acting within the national legal framework and we will continuously be improving our products and services, and the effectiveness of our processes. We are certified with ISO 9001.

### **2. Promotion of responsible tourism in the area**

- The hotel's management is in communication with local authorities and is aware of issues relating to the improvement of the residential and business community both economically and socially.

### **3. Purchases**

- Our policy is to give priority to purchase products from the local community strengthening this way its economy, ensuring the quality and safety of our products, avoiding transport and helping to reduce CO2 emissions.

### **4. Employment**

- Recognizing the importance of long-term support of the local community, our company's policy regarding the employment of employees is the priority of the local population hiring. So the majority of wages is spent locally, helping the chain of other businesses in the community and therefore the viability of our community.
- Recognizing the responsibilities and our obligations regarding the employment of young people (children and adolescents) we fully comply with our obligations under the UN Convention on the Rights of the Child (ILO C182 & ILO C138) and the national legislation (Law 48(I)/2001 on the protection of youngsters during employment and regulations 77/2012 and any revisions thereafter on the safety and health of youngsters during working).
- Recognizing the right of association we provide our employees with the right to meet during their work to discuss issues that concern them without the involvement of the management of our hotel while we ensure excellent working conditions and protection of human rights.

### **5. Donations and Charity Actions**

- It is the policy of our hotel to actively contribute and support charitable associations, foundations and any events through the supply of equipment which is no longer suitable for use in the hotel (ie after renovations / restorations) or through donations.

### **6. Community Integration**

- Aiming to fair play, ethical values and virtues we believe that all the employees regardless of color, nationality, sex, religion, political, economic, physical or mental status have the same rights and should be treated in the same way as all are part of our team and our vision. Further everyone, top management, management and employees, we are committed as to ensure respect for children's rights and protect children from all forms of exploitation and violence, including sexual exploitation. There is a procedure by which we are able to recognize and handle any incidents reporting them direct to the management of the hotel so as to proceed with the necessary discreet investigation and actions.