



CORPORATE SOCIAL RESPONSIBILITY POLICY

The “**COOK'S CLUB HERSONISSOS**” - **ZEUS HOTELS PAPA KALIATIS BROS SA** administration, with a focus on the provision of services that meet the demands of its customers, on offering in the context of Corporate Social Responsibility and on the respect for the human beings and the environment, complies with the requirements of the **Travelife standard**.

In addition to the commitments in its Health and Safety and Environmental Policies, the “**COOK'S CLUB HERSONISSOS**” - **ZEUS HOTELS PAPA KALIATIS BROS SA** administration is further committed to:

- respecting the rights of children and protecting them from all forms of abuse and exploitation, including sexual exploitation. Staff are required to report to Hotel Management, Local Authorities and organisations concerned with safeguarding children as well, any suspicious activity related to children, either by employees, customers or anyone else, regardless of whether the child stays at the hotel or not.

The National SOS helpline for children: 1056.

- full compliance with national and international labor regulations, treaties, conventions and principles related to work, as well as to the protection of well-being, health and safety of children. In this context, failure to comply with Child Labor Legislation is unacceptable and our Policy is not to cooperate with suppliers who do not abide by Child Labor Legislation at any facility, their own or their subcontractors.
- respecting the human rights and to safeguarding employment equality and equal opportunities regardless of:
 - sex
 - sexual orientation
 - financial situation
 - marital status
 - the existence (or not) of dependent members
 - religious belief or political position
 - race (ethnicity, skin color, etc.)
 - age
 - any special needs, health issues or peculiarities
- compliance with labor rights legislation
- compliance with national legislation concerning working hours and wages
- the impartial assessment of staff, avoiding the use of disciplinary practices, where the Hotel's principles are not violated in terms of quality, health and safety at work and corporate social responsibility



- combating all forms of violence, bribery, corruption and fraud
- the protection of personal data and literary property of personnel, customers and any other interested party
- respecting customers and competitors by preventing any unfair competition and similar practices and promoting free market rules
- seeking the best quality of goods and services
- the purchase of local produced goods and the use of local companies to provide services, whenever is possible,
- supporting institutions and charities and to encouraging guests as well, to support them if they wish
- participating and to sponsoring local events and activities where possible
- informing guests about the attractions and important destinations of our activity area, local products of the region and to guiding them for the rules that apply when visiting certain destinations
- promoting an open dialogue and informing interested parties in a spirit of sincere and mutual respect
- continuous training of staff and their encouragement to active participation, in all the above issues
- encouraging suppliers and general external providers to comply with the Hotel's Policies and Principles regarding:
 - Working relationships
 - Safeguarding Children
 - Environmental Protection
 - Health and Safety at work
 - Supplies
 - Cooperation with the community
 - Business Ethics

The “**COOK'S CLUB HERONISSOS**” - **ZEUS HOTELS PAPA KALIAS BROS SA** administration sets corporate social responsibility objectives, which are reviewed annually. Furthermore, it is committed to the active participation of everyone involved and the provision of resources for continuous improvement and offering in the framework of Corporate Social Responsibility.

1/3/2023

On behalf of the Company,

Eleftherios Papakaliatis
Managing Director