

HUMAN RIGHTS & HUMAN RESOURCES POLICY

Anastasia Resort – Xenios S.A.

1. Purpose

This policy sets out the commitment of Anastasia Resort to respect, protect, and promote Human Rights, and to ensure fair, safe, and ethical management of all Human Resources. It applies to all employees, contractors, suppliers, and business partners.

2. Commitment to Human Rights

Anastasia Resort is committed to upholding the principles of:

- The Universal Declaration of Human Rights
- The UN Guiding Principles on Business and Human Rights
- The ILO Core Labour Conventions
- National labour and employment legislation
- Travelife Sustainability Standard requirements

We strictly prohibit:

- Forced labour, bonded labour, or human trafficking
- Child labour in any form
- Harassment, bullying, discrimination, or abuse
- Retaliation against employees who report concerns

3. Equal Opportunities & Non-Discrimination

All employment decisions are based on merit, competence, and job-related criteria. The hotel does not tolerate discrimination on the basis of:

- Gender, identity, or sexual orientation
- Age
- Nationality, ethnicity, or religion
- Disability or health conditions
- Political beliefs
- Any other protected characteristic

4. Fair Employment Practices

The hotel ensures:

- Transparent recruitment procedures

- Written employment contracts
- Fair wages aligned with legal requirements
- Working hours compliant with national laws
- Full compliance with social insurance obligations
- Respect for freedom of association and collective bargaining

5. Safe & Healthy Working Environment

We provide:

- A safe, hygienic, and risk-free workplace
- Training in health & safety procedures
- Personal protective equipment where required
- Access to clean drinking water, sanitary facilities, and emergency exits
- Regular workplace inspections and risk assessments

6. Employee Development & Training

Anastasia Resort invests in:

- Skills development and professional growth
- Regular training on sustainability, human rights, health & safety, and guest service
- Opportunities for career advancement

7. Anti-Harassment & Code of Conduct

The hotel maintains a zero-tolerance policy for:

- Sexual harassment
- Verbal, physical, emotional, or psychological abuse
- Any form of intimidation

Employees must follow the official Code of Conduct and treat colleagues, guests, and partners with respect.

8. Grievance Mechanism

Employees may report concerns through:

- Direct supervisor
- Human Resources department
- Anonymous reporting channels (where available)

All complaints are handled confidentially, impartially, and without retaliation.

9. Suppliers & Business Partners

The hotel requires suppliers to:

- Respect human rights
- Avoid child or forced labour
- Provide safe and fair working conditions
- Comply with applicable laws and Travelife standards

Non-compliant suppliers may be suspended or terminated.

10. Continuous Improvement

The hotel regularly reviews, updates, and improves its practices, training programs, and monitoring systems to strengthen human rights protection and responsible employment.

SENIOR MANAGER APPROVAL		
Signature	First and last name	
ΞΕΝΙΟΣ ΤΟΥΡΙΣΤΙΚΗ ΕΣΟΔ/ΚΗ ΑΕ "XENIOS VENTURES ΑΕ" ΤΗΛ.: 23740 63011 ΦΑΞ: 23740 63012 ΑΦΜ: 998204552 - ΔΟΥ: Ν. ΜΟΥΔΑΝΙΩΝ ΕΔΡΑ: ΠΟΣΕΙΔΑ ΧΑΛΚΙΔΙΚΗΣ Τ.Κ. 630 77 ΑΡ. ΓΕΜΗ: 121982257000	Kostoglou Georgios	
	Job title	Date of approval
	President & CEO	01.10.2025