Community Policy Statement

The Atlantica Hotels & Resorts Community Policy Statement applies to all activities of the Group's Hotel Units. It is the responsibility of each Atlantica Hotels & Resorts Hotel - to ensure that attention is paid to how its processes affect the local residential and business community.

We will work to ensure that each Hotel Atlantica Hotels & Resorts has positive social and economic impacts and where it is feasible to minimize or eliminate any adverse effects. So the initial goals that are related to our Community Policy are the following:

1. Certification

In order to satisfy broader sustainability criteria including the socio-economic impacts and staff welfare, Travelife Gold award standard will be maintained continuously in each Atlantica Hotels & Resorts Hotel as well as the implementation of the environmental management system (ISO 14001: 2015).

2. Promotion of Responsible Tourism in the Area

The Atlantica Hotels & Resorts became supporters of the local community and ensured the promotion and improvement of the largest economic and social benefits for the residential and business community.

The hotels will also operate with local schools and colleges on request to provide identification excursions and, where possible, work experience opportunities as well as to contribute to the expansion of community green areas with a volunteer offer of our employees and our customers.

2. Purchasing

Whilst ensuring that quality of our product or commercial feasibility is not compromised, we aim to purchase and promote products from the local area. This will help reduce CO2 emissions from transportation.

Wherever possible, we pay our suppliers within the credit terms they request.

3. Employment

The Atlantica Hotels & Resorts recognize the importance of local people as employees who understand that the majority of wages will be spent locally and provide secondary economic benefit to other businesses in the community. In addition, they recognize the long-term importance of local residents living within the community instead of seeking employment from somewhere else. We believe that this policy helps to preserve the vital community fabric that is part of the unique product of hospitality in the Atlantica Hotels & Resorts.

4. Donations and Charity

It is the policy of Atlantica Hotels & Resorts that whenever items such as furniture or linens are no longer suitable for use within the hotel, they will be offered to local organizations that can benefit from them (e.g. schools, local hospitals, community groups, etc.). All hotels will also carefully consider how they can help the local community by providing cash support such as auction awards, etc. They may also consider sponsorship of local sports teams, provision of meeting space at subsidised or no costs, or advertising space for local businesses.

This policy will be reviewed yearly for its continuous suitability.

If you would like to request a copy of our policy in Greek please email at manager_bay@atlanticahotels.com and we will be happy to send you a copy.

Managing Director or Hotel Manager

Date: 1/1/2018
Policy Statement for Human Resource Management

It is the shared commitment of the management and owners of the Atlantica Hotels & Resorts to ensure that all our employees are afforded excellent possible working conditions at all times.

We believe our employees are our greatest assets, and recognize our ethical as well as legal responsibilities to take care of them. We believe that by treating our employees well, they in turn will continue to take the very best care of our customers.

The primary goals therefore related to our human resource management are as follows:

1. Certification
In order to satisfy broader human resource management criteria, Travelife Gold award standard will be maintained in as well as implementation of the Environmental management systems ISO 14001:2015, Food safety management systems ISO 22000:2005 and Quality management systems ISO 9001:2015.

2. Recruitment
The Atlantica Hotels & Resorts will ensure that a fair system is in place so that all applicants for available positions are fairly considered. The Atlantica Hotels & Resorts will not discriminate in any way and welcomes applications from all candidates regardless of their race, age, sex, nationality, disability or religion.

3. Contract/Legislation
Throughout the period of employment, the Atlantica Hotels & Resorts will have a contract that meets as a minimum the regulations as stipulated by national law.

4. Induction and Training
The Atlantica Hotels & Resorts will ensure that all new employees are provided with the appropriate introduction and training. This will cover areas such as company philosophy and culture, product knowledge, employee welfare and benefits, health and safety, performance management, etc.

5. Development and Promotion
All employees of the Atlantica Hotels & Resorts will be encouraged to further develop their skills and opportunities for promotion will be provided wherever possible. All employees will have individual objectives, and individual development plans will be agreed with managers/supervisors to review objectives and agree new targets.

It is our company policy that all legal requirements are fully complied with regarding employment; therefore, we do not employ children under 16 which is the minimum required age for employment. In the years of operation of the hotels we never used a person under the age of 18, nor a child. We also state that our business is in the area where children are not sexually exploited from tourism related issues and all employee are informed for the importance of child protection and all are actively involved where this is necessary for children protection. If any suspicious activity in relation with child abuse has been noticed, the Hotels Manager of the Atlantica Hotels & Resorts will immediately report the incident to the Local Authorities.

This policy will be reviewed yearly for its continuous suitability.

*If you would like to request a copy of our policy in Greek please email at manager_bay@atlanticahotels.com and we will be happy to send you a copy*

Managing Director or Hotel Manager

General Manager

Atlantica Bay Hotel

Date: .../.../2018