Policy Statement for Human Rights

At Alion Beach Hotel we strive to provide a safe workplace where human rights are respected in accordance with the collective agreements with the unions and the applicable legislation.

We are an equal opportunity employer, and we support the protection of human rights, particularly those of our employees, the parties we do business with, and the community within which we operate.

In particular, our hotel is committed to the following:

- Respect and foster labour-related human rights, including non-discrimination, health and safety, and fair wages
- All new employees are informed about the terms and conditions of their employment, including pay and welfare arrangements, before they start work
- The wellbeing of our employees is a priority, and we offer a safe and secure working environment for all, placing an emphasis on minorities and other vulnerable groups.
- We prohibit hiring of young workers (below 18 years of age) to perform any type of work that is likely to jeopardise their health, safety or morals
- We will not work with suppliers that are in any way involved in the exploitation, abuse or trafficking of humans or labor exploitation.
- Respecting children's rights and zero tolerance of violence, any form of exploitation and abuse of children, including but not limited to sexual exploitation
- All allegations of children exploitation will be taken seriously and investigated. Serious allegations will be reported to the relevant authorities and the number is 112.
- Communication, both internally and externally, of the risks related to children's rights

All staff working with children is qualified to the required standards and receives regular, ongoing training.

We expect that all hotel employees, suppliers and other business partners will respect human rights including children's rights.

Approved by: .....
General Manager

Date: 02/11/2026