

Company ARENA HOSPITALITY GROUP being a part of a big PPHE Hotel Group family joins to the Group's efforts to be responsible doing the business, through inspiring the guests, creating centers of excellence, developing our people and being part of our communities.

Staying true to Group's Vision of 'Realizing our Growth Potential', we have committed to develop a responsible business strategy that creates a long-term sustainable responsible business model. Socially responsible business is the foundation of all strategic initiatives in the company, including systematic approach to environmental protection and the quality of the Adriatic Sea, sustainable development of destinations, employee development and training, local community investment and care for the our neighbors, as well as transparency and accountability of the company to its stakeholders, investors and shareholders.

Company with its subsidiaries is an international dynamic hospitality business with a portfolio of 26 owned, co-owned, leased and managed properties with approximately 10.000 rooms and accommodation units in Croatia, Germany and Hungary. Company operates in Croatia more than 40 years and today brand portfolio consists of Park Plaza, art'hotel, Arena Hotels & Apartments and Arena Campsites.

Our unique model differentiates our business both in terms of our owner/operator approach and the diversity of our operations from coastal hotels and self-catering holiday apartment complexes to city center hotels. Operating more than 40 years Company is the one of the leading hospitality company in Croatia.

Being aware of its complex role and huge responsibilities in the environment in which it operates, Arena Hospitality Group Management Board brings the following

## COMMUNITY POLICY STATEMENT

**Being part of our communities** is the scope we have a strong commitment to it. It is important we care about our neighborhoods and to make a positive contribution to our local communities and the people who live there. We do this in a number of different ways.

### 1. Positive synergy effect in the area

Due to development and operational results and as member of all local, regional and national tourism associations, Company uses its strong position and influence to improve economic and social benefits for the inhabitants and other related businesses in the local communities and the States where Company operates.

### 2. Business activity

Company is trying, whenever possible, to utilize the services and products of local suppliers in realizing investments and operating activities aware of the fact that this will encouraged economic and social development of the area.

Most medium sized regional food and beverage suppliers and producers (fish, vegetable, cheese, meat, wine, beer, etc.) are in close cooperation with the Company.

### 3. Employment

Company strives to be respectable employer due to recognizable corporate responsibility at all levels. Company is committed to invest in human resource development, continuous improvement of the competitive work conditions and protection of the human rights.

Company's goal is to attract local employees as much as possible with the knowledge and the skills that make them prepared to take responsibilities and challenges in creating desirable destination images, building destination brands and offering the original experience to our guests. Company develops cooperation with local high school and local and international universities through number of different programs.

#### 4. Donation and charity

Company is partner to various organizations involved in cultural, sport and social projects in local communities and it is sponsor of most charitable events with its resources, venues and accommodation.

The Company is constantly reviewing its community and charitable activity to ensure that it has maximum impact at a local level, but also resonates globally and supports the Group in meeting its objectives and responsibilities.

We strive to be actively involved as a Company with a number of fundraising activities throughout the year that make a big difference to people's lives and the environment but also to motivate our employees to act individually through all kind of volunteering and fund raising activities.

The Policy shall apply from the date of signing.

Pula, 01/03/2019

#### MANAGEMENT BOARD

Reli Israel Gavriel Slonim, President



Milena Perković, member



Manuela Kraljević, member



Devansh Bakshi, member

