

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 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, and for the purpose of improving the health and safety of its guests and employees, brings the following and for the purpose of improving the health and safety of its guests and employees, Arena Hospitality Group Management Board brings the following

HEALTH AND SAFETY POLICY

The health and safety of our team members and our customers is a major priority. We recognize the necessity of safeguarding the health and safety of our own team members while at work and of our guests when staying at or visiting any of our properties, and operate so as to provide a safe and comfortable environment for team members, guests and the public.

For this reason, we have set the following health and safety general rules:

- To introduce new technology and environmentally friendly materials and substitute substances that directly or indirectly affect human health and safety;
- To keep track of processes and activities which may have a negative impact on the health and safety of employees and guests, and change them if necessary;
- To perform proper maintenance of work equipment and regularly check its correctness;
- To monitor, implement and comply with the legislation of the Republic of Croatia and international legislation;
- To develop a culture of prevention and improvement of occupational health and safety.
- To develop and enforce health and safety teams on professional and volunteering basis
- To provide constant education of all employees regarding health and safety policy implementation

The Company's Management Board undertakes to professionally and responsibly establish, monitor and manage all aspects of health and safety risks. Our policy is to manage our activities to avoid causing any unnecessary or unacceptable risks to health and safety. The Management has the responsibility of establishing and promoting the Health and Safety Policy and monitor the

processes. The Group has an excellent health and safety team and record, and a culture of safety which is deeply embedded within the Group. There are health and safety responsible across the group beside professional team in the central office in compliance with legal requirements. The Management has the responsibility of establishing and promoting the Health and Safety Policy to lower level management.

To achieve a better implementation and development of the occupational health and safety system requirements, we need the support of all employees whose personal responsibility is an important part of the entire system.

The Policy is available to the all stakeholders and 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

