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 adopts the following

**HUMAN RIGHTS AND LABOUR STANDARDS POLICY**

**Social responsibility**

We are decisive to conduct our business in a socially responsible manner and continuously raise the level of our social responsibility. Compliance with international and national standards in employment and human rights is important for us. We do not tolerate any form of workplace discrimination based on race, skin color, sex, gender, language, religion, political affiliation, social or ethnic background, nationality, economic status, sexual orientation, social status, age, disability or other unjustified differentiating characteristics.

We do not support any form of behavior which violates human dignity within work and business relationships as well as in other relationships. We do not tolerate insults, humiliation, abuse or any other form of harassment in the workplace.

Our guiding principles are as follow:

**Equality and diversity**

Company is fully committed to respect and fair treatment for everyone, eliminating discrimination and actively promoting equality of opportunity and delivering fairness to all. In addition to being compliant with equality laws, public duties, and Human Rights Acts (universal and European), the Company supports diversity and promotes equality of opportunity for all team members, regardless of their:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity (including paternity);
- race (colour, ethnic or national background);
• religion or belief (including non-belief);
• sex/gender; and
• sexual orientation,
• caring responsibilities for a ‘protected characteristic’ including dependants;
• socio-economic background/grouping;
• union activity;

There is system on place to prevent, discover, and stop all kind of humiliation or any other form of harassment in the workplace, which we are committed to develop and enforce constantly.

Prohibited forms of work

Forced labour, other prohibited forms of work and human trafficking are fully recognized as inadmissible forms of behavior that run contrary to our vision as well as international and national regulation currently in force.
We are not support or enable hiring persons younger than 18 years of age except when all legal conditions are met for their employment and provided that they work in a manner permitted by law.

Freedom of association, social dialogue and works council activity

We fully respect the rights of workers to join workers’ associations (labour unions) as well as their right to leave workers’ associations. We guarantee that no worker will be disadvantaged by being a member of an association or for participating or not participating in association activities.
We continuously maintain and strive to regularly improve social dialogue and to fully protect the rights of workers and regulate their obligations and rights through collective agreements and their timely amendments and additions. According Labour Law, State Collective Agreement, Hospitality industry collective Agreement and Company’s Collective Agreement.
We provide all necessary conditions for the activity of the works council, and act together with the works council in all cases prescribed by law.

Occupational safety

We endeavour to follow good practices in the field of occupational safety and we continually improve in order to provide a safe and healthy work environment for our employees. Furthermore, we make efforts to educate our employees continuously and on time about the risks they are inherently exposed to and about appropriate occupational safety measures and means. We are acting in compliance with actual Legal requirements regarding the health and safety on the work.

Wages and other worker benefits

Our policy is to set wages and other employee benefits and remunerations above the minimum amount prescribed by law, taking into consideration local and hospitality industry labour market trends. The collective agreement is our instrument of regulation the wages and other benefits in aim to provide equal pay terms in same or similar jobs. The collective agreement regulates length of working hours, holidays and other absences which all have to be in compliance with the State Working Law.
We are aware that the success of our operations depends on the quality of our relationships with our employees, associates and local community, which is why we wish to continue to build and develop quality and modern, tolerant partnerships. We are also creating conditions and take action to prevent behavior which is not in line with our politics.

Pula, 01/03/2019

MANAGEMENT BOARD
Reli Israel Gavriel Slonim, President
Milena Perković, member
Manuela Kraljević, member
Devansh Bakshi, member