

## Responsible Business Policy

(treatment of employees, local community and protection of children)

Valamar Riviera d.d. is committed to fostering good and fair relations with employees while fully respecting the local community, culture and local suppliers.

General Goals:

### A) Employees

- We appreciate our employees and treat them fairly and respectfully, making sure that no person is discriminated, regardless of their age, disability, ethnicity, sex, race, political views or activity, faith or sexual orientation.
- We are committed to the professional development of our employees by ensuring education and training opportunities to help our employees perform work tasks, from work induction to building a career at our company.
- We do business pursuant to relevant labor regulations and laws.
- Whenever possible, we hire locally.
- We raise awareness among our employees about the advantages of a sustainable business so that they understand and become actively involved in the achievement of our goals.

### B) Local Community

- We are committed to fostering close relations with our local community, making sure that business-related issues are solved according to mutual interests.
- Whenever possible, we source food and drinks from local suppliers.
- We encourage our employees to volunteer in beach clean-ups and participate in charity fundraisers.
- One part of revenues is directed towards local projects, charity and environmental programs.

### C) Protection of Children

- We take children protection very seriously, especially the prevention of maltreatment and sexual abuse.
- We train our employees on the proper course of action if they suspect a child is in danger.
- General safety measures at our properties are very important for us, especially those regarding child safety.
- The property general manager is personally responsible for children's safety care and for informing employees on proper actions if they suspect a child's safety is jeopardized.

Valamar Riviera's success is confirmed by our satisfied guests, motivated employees and business goals achieved.

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