

## Employment Principles

### The Rezidor Hotel Group

The Rezidor Hotel Group values very highly the preservation of good relations with our guests, partners and stakeholders and empowers employees. Guest satisfaction is fundamental to our future success and it is our mission to provide a unique “Yes I can!” service. Through honesty and integrity, we empower our employees at all levels. Therefore:

- Operating in as many countries and cultures as we do, we acknowledge diversity as an asset. It is imperative that all our people abide by local and international legislation. All Rezidor hotels, units and employees shall comply with the laws and agreements applicable to operations and positions in the countries and jurisdictions in which they operate.
- Rezidor expects that all individuals will be treated equally with no discrimination with regard to race, gender, age, disability, marital status, pregnancy, sexual orientation, nationality, caste, political affiliation, veteran status, religious beliefs, union organization, minority group or any other characteristic protected by law.
- All operations at Rezidor are to be run with high priority to employee health and safety. It is a core principle that all employees are treated with dignity and respect.
- Rezidor has a policy of not employing workers under the legal age for employment and protects children from any type of labor that may be hazardous to their health or interferes with their education. We adhere to minimum age provisions of applicable laws and regulations.
- We respect our employees’ rights to freely join associations and organizations, and organize in unions and conclude collective bargaining agreements.
- We do not tolerate forced labor, prison labor, indentured labor or exploited bonded labor.

The Rezidor’s Employment Principles are in line with United Nation Global Compact Principles, which we signed in 2009 and respect the articles contained in the Universal Declaration of Human Rights.

