



## **EMPLOYEES POLICY**

The managers of Vasia Hotels & Resorts share the commitment to ensure positive relationships between the Resort and their employees. Since the beginning of the company, the Resort has considered the people to be its main asset as the service fully depends on the direct relationship between the customer and the staff. Therefore Vasia Hotels & Resorts has always been given top priority to job training and internal promotion to ensure a workforce which sees in Resort an opportunity to develop each and every one, personally and professionally. The team of Vasia Hotels & Resorts is characterized by its loyalty to the company and its identification with its philosophy of service. All this backed up by the Human Resources policy to ensure that we consistently offer our guests the best service on a daily basis.

Our Employees Policy and primary goals are as follows:

### **1. Certification**

In order to satisfy broader sustainability criteria including staff welfare, Vasia Hotels & Resorts has developed and implements a Quality Management System, which satisfies the requirements defined by the ISO 9001, ISO 22000.

### **2. Commitments**

Vasia Hotels & Resorts is committed to the professional and personal growth of our employees. We believe that with supportive management and training we can have high quality employees responsible for their work willing to provide the best services for our clients. Also, all the staff members are informed about their rights as employees from Human Resource Department that is responsible for human resources. Our employees are treated in a professional way, working in pleasant and friendly atmosphere. Staff is supported to come with new ideas and suggestions that can improve operation of a hotel. Many members of our staff are recruited from the local community. Additionally, Vasia Hotels & Resorts provides to its staff free accommodation, free meals, uniforms and free laundering of their uniforms.

### **3. Principles**

Vasia Resort & Spa ensures that all employees are aware of their individual responsibilities for acting in accordance with the policy. The Resort also ensures to comply with all applicable employee laws and regulations in our country and provide training to support our employees in their roles from their induction and throughout their careers at our hotels. Additionally, the Resort ensures that all our staff is paid above the national minimum wage.

### **4. Discrimination**

Vasia Resort & Spa is committed not to discriminate any of its employees on the basis of national origin, religion, physical appearance, gender or gender identity, age, disability, family status, sexual preference or personal beliefs such as political orientation, in any of its activities or operations. These activities include, but are not limited to, hiring and firing of staff, selection of subcontractors and suppliers, and provision of services. We are committed to providing a welcoming environment for all members of our staff, subcontractors, suppliers and clients.

### **Our vision:**

Vasia Resort & Spa aims to educate its employees to become more environmentally aware. We also aim to recruit over to 80% of our staff from the local community. Additionally, we aim to continue to provide a healthy, safe and welcoming working environment for all our employees.

The Vice President of Vasia Hotels & Resorts

George Chondrakis