

## **EMPLOYEE POLICY**

**Sunwing Bangtao Beach** takes great care to make sure our recruitment process, learning and development activities and career progression opportunities do not allow discrimination.

### ***DUTIES AND RESPONSIBILITIES:***

- To guarantee decent and fair treatment that will not allow any form of discrimination.
- The hotel has in place procedures to guarantee equal opportunities.
- Encourage the professional performance of employees through objective and transparent processes, promoting training for ongoing improvement.
- The hotel has a remuneration policy and social benefits which are fair and in accordance with the social and regulatory framework.

### ***OBJECTIVES/GOALS:***

- Ensuring we have a truly engaged and diverse workforce.
- Promote access for disabled people.

To achieve the objectives, our Human Resources team will implement the following measures:

- More managerial skills courses for executives/managers/middle management
- Continuous training on sustainability for all staff from 2021 onwards

Active recruitment ensures a variety of men and women of different ages, backgrounds and experiences. Employees are treated fairly and not discriminated against religion, gender, nationality, sexual orientation, age, culture and disability.

Our annual evaluation provides our staff with the opportunity to deliver detailed feedback about how they feel about working at **Sunwing Bangtao Beach**. Results from the assessment/surveys are shared with each team so they can build detailed action plans to ensure continuous improvement.

We have a very active process of goal setting and development plans for each employee, to ensure that our business objectives and strategy are carried out at every level of the business and that each employee is engaged, focused and receive career development opportunities.