

## COROPORATE SOCIAL RESPONSIBILITY

Our policy. It's a statement.

We care for more than just our guests. So when taking responsibility for the environmental and social impact of our business, we try harder than your average corporation. To us, corporate social responsibility is serious business. We take it personal.

That's why we go beyond the demands of local rules and regulations. We do what we can to reduce our ecological footprint and increase our positive social impact. Conscious choices are constantly made in finding a balance between people, planet and profit. We believe that this process is just as important as the destination.

For now, we are implementing the following measures:

- We take steps to make our business as sustainable and humane as possible.
- We continuously work on reducing our carbon footprint.
- We prefer to offer sustainable products and services, improving our purchasing process accordingly.
- We inform our guests and suppliers about our CSR activities.
- We make transparent arrangements with our guests and suppliers to maintain the quality and sustainability of our products and services.
- We assess the social impact of our products and services and discontinue them if we discover negative impact, such as corruption, harassment, exploitation or child abuse.
- We work with local municipalities to employ people in vulnerable positions on the labour market.
- We actively contribute to personal and professional development of the people working with us, as we believe that people growth is business growth.
- We contribute to society through gifting, mainly through Liberales, a foundation that we set up ourselves and that receives part of our profit. Liberales supports local artistic initiatives for people in all layers of society.

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