



CORPORATE SOCIAL RESPONSIBILITY POLICY

Gouves Water Park Holiday Resort aspires to maintain a fruitful relationship and growing bond with the local community, starting with being the workplace of hundreds of locals and always giving priority to local suppliers. At the same time, our aim is to contribute to the sustainability of local nature and culture, reduce our impact on the environment, as well as educate stakeholders and employees towards this direction.

COMMITMENT

The Hotel is committed to:

- Continuous improvement of the Corporate and Social Responsibility (CSR) strategy.
- Encourage our partners to apply the company's standards.
- Implementation of CSR strategy
- Compliance with all relevant legislation

MORALITY OF ETHICS

Our policy is to conduct our business in a way that ensures:

- fair treatment of all employees and customers
- the transparency of our policies and business practices
- high standards in all matters relating to health and safety at work
- ethical business practices in all our actions

HUMAN RIGHTS

- We uphold and respect the protection of internationally proclaimed human rights
- Suppliers are actively encouraged to comply with international human rights standards.

SOCIETY

- We effectively support the needs of the local community and take initiatives according to local needs
- Our influence on the local and wider community is understood and cultivated
- We encourage dialogue with the local community for mutual benefit
- We donate hotel equipment to various institutions and organizations
- We offer portions of food to needy families through the church and the Municipality
- We work with the “Child’s Smile”

EQUAL EMPLOYER OPPORTUNITIES

The GOUVES WATER PARK Holiday Resort is committed to providing equal opportunities for all employees and job seekers. Its aim is to ensure that no job is discriminated against on the grounds of sex, age, marital status, sexual orientation, race, color, religion, belief or nationality.

In addition, it is committed to equal treatment of workers and jobseekers with disabilities, unless this status can be justified. The GOUVES WATER PARK Holiday Resort will also take all practical measures to ensure the smooth integration of disabled employees into working group.

All employees are responsible for complying with this policy and for ensuring that the standards of conduct required by the company are implemented through:

- equal treatment of others and the avoidance of all forms of direct or indirect discrimination, victimization or harassment.
- informing Supervisors of any suspected breach of this policy, and
- working together to promote a harmonious work environment, free from discrimination, harassment and intimidation.

The GOUVES WATER PARK Holiday Resort treats all forms of discrimination, victimization and harassment as a serious matter. Employees who do not comply with this policy will be subject to the Company's disciplinary process. Any breach of this policy should be considered a serious disciplinary matter and, if there has been intentional victimization or discrimination or harassment will be considered a serious misconduct that could potentially result in dismissal.

The GOUVES WATER PARK Holiday Resort recognizes that misunderstandings can arise when people of different genders, interests and cultures work together. Any employee who believes they are being treated in a way that is contrary to this policy should raise the issue with their Supervisor. If an employee feels that it is not right to approach the Boss, then they can contact the Operation Manager or the General Manager.

The Management conducts a periodic evaluation of the equal opportunities policy and monitors the results and implementation of this policy throughout the company.

ENVIRONMENTAL

- We recycle glass, paper, plastics, light bulbs, batteries, used kitchen oils, inks and electrical appliances.
- We use Ecological Chemicals of the company ECOLAB. 95% of their raw materials are biodegradable.
- We organize various environmental events with the participation of customers and employees
- We have photovoltaic panels as well as solar accumulators for electricity and water heating

CHILD PROTECTION

GOUVES WATER PARK Holiday Resort is committed to:

- defends human rights and in particular the rights of children by training staff and providing information to customers
- rejects, eliminates and condemns all forms of abuse, especially of a sexual nature and especially when it affects minors.

The Company does not approve or promote forced or any kind of child labor.

We strictly follow the laws of the country that governs labor standards.

For more information about our actions, please check our annual [Sustainability Report](#).