



DECLARATION

SEASIDE COLLECTION is a group committed to a continuous improvement system of sustainability through the implementation of environmental, social, and economic actions that generate positive benefits in the destinations where we operate. Our main areas of interest include:

■ REDUCING OUR ENVIRONMENTAL IMPACT

We are aware that our hotel operations consume a significant amount of resources and generate waste, and we take this responsibility seriously. We annually review our environmental performance and focus on implementing measures to reduce the consumption of natural resources and chemicals, as well as actions to help avoid waste production.

■ EWELL-BEING OF OUR EMPLOYEES

At SEASIDE COLLECTION, we believe in talent and work for people.

- Our values: respect, responsibility, and passion.
- Our presentation: empathy, cordiality, and service.
- Our purpose: Seaside Feeling - Modern luxury effortlessly.

We consider our employees as our most valuable asset, and it is their talent that gives meaning to our activity. We believe it is our responsibility to provide a safe, healthy, pleasant, and rewarding environment for our staff and ensure that our policies promote work-life balance. As an inclusive employer, we will continue to welcome all individuals into the Seaside family, committing to providing a non-discriminatory, inclusive workplace that supports and fosters personal development, is flexible, and offers care beyond the minimum required by legislation. In our commitment to professional development, we see employee training as a way to develop their potential, add value, provide growth opportunities, and raise awareness and responsibility in various areas such as equality, sustainability, environmental care, personal care, etc.

■ ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

SEASIDE COLLECTION is committed to the accessibility of its facilities. Seaside complies with the legal standards established in its new buildings and facilities. Additionally, we make the necessary improvements to ensure access for people with reduced mobility where required.

■ EQUALITY

SEASIDE COLLECTION ensures the alignment of all its procedures with Organic Law 3/2007 of March 22, for Effective Equality between Women and Men (LOIEMH in Spanish).

Our Code of Ethics, as well as the policies developed within its framework, guarantee and promote equality between men and women and the removal of all kinds of discrimination based on gender, race, or sex.

Furthermore, Seaside's own Code of Ethics promotes open communication regarding possible behaviours contrary to equality and regulates a formal and direct reporting channel to communicate possible breaches in this regard to the Chairman of the Audit Committee.

SEASIDE COLLECTION has an Equality Plan, as well as a Joint Equality Committee composed of employees and company representatives. Additionally, within the framework of the Equality Plan, there is a Protocol for Prevention and Action in case of workplace harassment that regulates the procedure to address possible harassment situations. As part of the Equality Plan, Seaside



is committed to train and promote equality policies with awareness and training actions for its employees.

To ensure equal treatment in access to employment, **SEASIDE COLLECTION** will ensure that none of the recruitment process stages is discriminatory for any reason such as age, nationality, sex, family status, or any other.

Special emphasis is placed on the wording of job offers to be neutral in the job description and use inclusive language.

SEASIDE will ensure compliance with Organic Law 15/1999, of December 13, on the Protection of Personal Data. (LOPD in Spanish)

As provided in article 7.4 of the LOPD, files created exclusively for the storage of personal data revealing ideology, union affiliation, religion, beliefs, racial or ethnic origin, or sexual life are prohibited.

■ HUMAN RIGHTS

SEASIDE COLLECTION'S commitment to defending human rights, respecting individual and collective freedoms, rejecting any form of child labour, and respecting individuals is outlined in our Improper Conduct Protocol. This Protocol also clearly defines Seaside's position in favour of diversity and non-discrimination based on gender, race, religion, age, marital status, disability, sexual orientation, or nationality. We do not tolerate any form of harassment, be it sexual, physical, mental, or otherwise.

All Seaside employees have received detailed information and training on the content of the Improper Conduct Protocol, which is part of the onboarding process for all new employees.

SEASIDE COLLECTION'S staff has a reporting channel that any person or entity can use confidentially when detecting breaches of the Code of Values and Ethics or any other illegal activity. The body responsible for supervising and controlling the Criminal Risk Prevention Program is the Human Resources team of the Seaside Group, assisted by the Control and Monitoring Committee.

Seaside does not operate directly in environments where there is a risk of human rights violation or forced or compulsory labour. Therefore, no complaints have been received for any such cases.

■ PROMOTION AND COMPLIANCE WITH RELATED FUNDAMENTAL AGREEMENTS

SEASIDE ensures all its workers the freedom of association and the right to collective bargaining, as provided in the International Labour Organisation's conventions.

■ PREVENTION OF MODERN SLAVERY

We commit to preventing acts of human trafficking and modern slavery in our company and throughout the supply chain. We expect our suppliers, contractors, and other business partners to maintain the same level of demand.

■ CHILD PROTECTION

Our hotels will continue to respect the legal minimum age for work, and we expect the same from our suppliers. Personnel working in our children's clubs undergo a thorough background check before hiring, requesting legal documentation with a maximum of 3 months old certifying the Sexual Offenses Certificate issued by the Ministry of Justice.

Likewise, they receive appropriate training on the proper management of children's facilities and the measures they should take in case of detecting suspicious behaviour. We are aware that travel and tourism facilities can be misused to violate the rights of children, and **SEASIDE COLLECTION** expressly rejects any



action that may harm the rights of children and acts in accordance with Organic Law 8/2021, of June 4, on comprehensive protection of childhood and adolescence against violence, which defends the rights of children at the state level, as well as all current regulations within the European and international framework that protect childhood and adolescence.

Our staff is trained to identify inappropriate or suspicious behaviours or negligence and to report them immediately to management. Our guests are advised to follow the same procedure through the information provided in our guest sheet, available via QR code.

■ ANTI-BRIBERY

SEASIDE COLLECTION has a zero-tolerance policy for corruption. As a measure taken to prevent corruption and bribery, and to prevent any other criminal offense, the company has created a specific reporting channel for cases of corruption and bribery and for reporting any case of criminal offenses for which the legal entity may be responsible, through a reporting channel hosted on the website of each of the hotels canaldenuncias@seaside-collection.es, which is available 24 hours a day, is completely anonymous, and such reports are managed solely by the person responsible in this area and the Complaints Committee.

We apply a zero-tolerance approach to bribery and corruption regarding bribes (payment, offer, or promise to pay or provide something of value), gifts, and hospitality. We do not make political donations; our financial support is directed towards local charities.

■ ANTI-MONEY LAUNDERING

Under Law 10/2010, of April 28, on the prevention of money laundering and terrorist financing, Seaside has granted a public deed of Real Ownership Act of the companies, declaring who the real, direct, or indirect owners are.

Regarding cash payments, the responsible persons for each of the centres are aware of the legal limits for cash payments and receipts, and they have communicated this to all employees who may come into contact with cash for operations involving both customers and suppliers.

■ CONTRIBUTION TO THE LOCAL ECONOMY

At **SEASIDE COLLECTION**, we are committed to promoting the local economy and employment. In this regard, we establish collaboration agreements with the Public Employment System of the area to carry out job promotion activities. We also have collaboration agreements with various educational centres in the islands, collaborating in the professional internships of students to offer employment opportunities to local talent. In this sense, we collaborate, among others, with: CIFP Villa de Agüimes, CIFP Faro de Maspalomas, IES José Cerpa, IES San Cristobal, Centro Máster, Centro de Hostelería y Turismo, Acepro, Academia Telde, Akacenter Lanzarote, Educa Lanzarote, Fundación Universitaria de Las Palmas de Gran Canaria, Academia de Desarrollo Formativo, etc.

We prioritise local purchases and proactively support projects that create opportunities for local businesses, such as the sustainable viticulture collective of Gran Canaria.

We collaborate closely with the Tourism Boards of Gran Canaria and Lanzarote and support their work in promoting the Canary Islands among a wider audience eager to explore the natural and cultural heritage of the destination. A diverse visitor portfolio is advantageous for local businesses and helps combat issues associated with seasonality.

■ SUPPORT FOR PEOPLE IN OUR COMMUNITIES

We proudly support the Randstad Foundation, Food Banks, Caritas, Nuevo Futuro, Caipsho, and our periodic financial contributions enable the organisation to continue its work of labour integration for



employees with disabilities. We also open our hotel to interns from the Down Syndrome Association of Las Palmas so that they can learn about the theory and practice of working in a hotel. We also carry out cross-cutting activities where we engage in environmental awareness actions and environmental care while collaborating with people with functional diversity, promoting inclusion, teamwork, sustainability, and collaboration.

■ EXCEEDING OUR GUESTS' EXPECTATIONS

We commit to fully satisfying our guests in all our hotels and pay attention to details. We proactively follow up and review guest reviews, using their feedback to understand where we excel and where we need to make changes in our services. We have a policy of responding to all guest reviews received through online platforms such as TripAdvisor, HolidayCheck, Booking.com, Zoover, and Facebook.

Our hotels fully comply with all relevant legislation regarding health and safety for guests and staff. This includes pool safety, fire prevention, hygiene standards, and general safety in public areas and for staff. Local authorities and representatives of tour operators we work with inspect us periodically, and key staff receives training to assess and mitigate risks if they arise.

■ OUR GOALS FOR 2023

Since 2015, we have made considerable changes to the infrastructure of our hotels, allowing us to significantly reduce energy and water consumption; we have donated more than €86,000 to local charities. The latest achievements can be reviewed in our 2022 sustainability report.

While we continue to strengthen our focus, we have set some ambitious goals for the natural year 2023.

- Measure the carbon footprint associated with the energy consumption of our four hotels in the Canary Islands.
- Maintain energy consumption per overnight stay equal to or better than 2019.
- Maintain water consumption per overnight stay equal to or better than 2019.
- Measure food waste from all our establishments to create a reference and set a reduction target.
- Contribute to at least 3 community and environmental activities outside the hotels annually.
- Promote the creation of spaces in each hotel dedicated to the protection and promotion of local biodiversity.



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