



CONSTANTINOU BROS  
HOTELS  
PAFOS CYPRUS

**HUMAN RESOURCES MANAGEMENT POLICY**

It is the shared commitment of the Management and the owners of Constantinou Bros Hotels, to ensure that all our employees are afforded excellent possible working conditions. Our employees are our greatest assets and this makes it our moral and legal obligation to take care of them. Then, in turn, they will provide the best service and care for our clients.

The primary goals therefore related to our Human Resources Management are as follows:

**1. Certification**

In order to satisfy broader human resources management criteria and the wellbeing of our staff, Constantinou Bros Hotels has developed and implements a Quality Management System, an Occupational Health and Safety System, Risk Assessment, and an Environmental Management System. Constantinou Bros Hotels aims to be certified with the Travelife award.

**2. Recruitment**

Constantinou Bros Hotels will ensure a fair recruitment system for all the applicants in order to be fairly and equally considered. Constantinou Bros Hotels welcomes applications regardless of age, race, gender, nationality, disability or religion.

It is our company's policy that all legal requirements are fully complied with regarding employment – therefore, we do not employ children under the age of 16, which is the minimum required age for employment. In all the years of the hotels' operation, we have never employed a person under the age of 16.

**3. Contract**

Throughout the period of employment, Constantinou Bros Hotels will have a contract that meets, as a minimum, the regulations as stipulated by national law.

**4. Induction and Training**

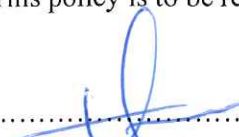
Constantinou Bros Hotels will ensure that all new employees are provided with the appropriate induction and training. This will cover areas such as the company's philosophy and culture, product knowledge, employee development and benefits, health and safety, performance management etc.

**5. Development and Promotion**

All employees of Constantinou Bros Hotels will be encouraged to further develop their skills, having opportunities for potential promotion. Individual objectives and development plans that have been agreed with the Managers/ Supervisors will be set in order to achieve new goals.

We stress that our company prohibits and does not tolerate child abuse in the workplace or in any hotel activity. All employees are informed about the importance of child protection and are provided with procedures to report sexual abuse as well as disciplinary penalties for those who commit such acts. Following any report of potential sexual abuse, our company will initiate an appropriate investigation and inform the authorities.

This policy is to be reviewed annually for its continued re-evaluation.

  
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Executive President

March 2022