

At **PortBlue Hotel Group**, a Majorca-based hotel company which both owns and operates holiday hotel establishments located in privileged places on the islands of Majorca and Minorca, we are aware of the natural value of our surroundings and of the value of the traditions and culture of the towns where our hotels are located, and we are also aware of the value of the professional standards of the personnel who work at the said establishments, and of their need for decent employment conditions, and at **PortBlue Hotel Group** we channel all of these aspects towards the maximum quality of our services and the care we offer our clients.

By performing our activities and services in accordance with respect for these values and their inter-relation with the interested parties, **PortBlue Hotel Group** has adopted this manifesto as the Policy of a company that is socially responsible and which aims to perform its activities in a sustainable manner, making its economic development and the quality of its services compatible with social responsibility and respect for the environment.

The implementation of this Policy is based on the following premises:

- ❖ Supporting the personal, employment, and social development of all company employees, encouraging their training, and particularly those who are performing tasks that are directly linked to the environmental and social aspects of the activity.
- ❖ Implementing all pertinent measures to ensure knowledge of, compliance with, and support for all applicable regulations and legislation governing employment, financial matters, the environment, workplace hazards, health & safety, and human rights within its area of influence.
- ❖ Encouraging communication, both internal and external, in order to ensure the satisfaction of our clients and co-operation in the protection of the environment and the development of local culture and traditions.
- ❖ Reinvesting the economic development of the company back into the local community, supporting the recruitment of local people and the procurement of local produce.
- ❖ Establishing the measures necessary to be aware of, control, and improve the environmental aspects of our activity, in order to make progress in environmental management and reducing the consumption of natural resources, applying the best available technology at our disposal. Likewise, minimizing the generation of any kind of waste, and ensuring that all waste is properly managed
- ❖ Encouraging suppliers and sub-contractors to implement environmental regulations and those governing the quality of their products, eliminating any risks to the safety of our clients and reducing CO₂ emissions in the provision of their services or the transport of their products.
- ❖ Co-operating with the authorities and pertinent bodies, and with any groups, entities, or associations that promote the enhanced management of our surroundings, the environment in general, and the human rights of all people.

This Policy is complemented by way of specific protocols governing matters of 'Health & safety', 'Good employment practice and human rights', Quality and the environment, and Support for the local community. In order to ensure that these protocols are properly implemented, any deviation from the principles established here will be detected, assessed, and rectified with the help of the business-administration system that has been implemented, based on ISO standards 14001:2015 and/or the European EMAS Regulations, the Travelife Sustainability system, and as such we are committed, in accordance with our economic development, to the continuous improvement of our activities in social and environmental matters.

The **PortBlue Hotel Group** undertakes to carry out periodical reviews of this Policy to ensure that it keeps pace with any changes to the internal or external circumstances of the company.

Alcudia, 1st June 2019

Fernando Porto
Chief Executive PortBlue Hotel Group