

# **HUMAN RIGHTS POLICY AND GOOD LABOR PRACTICES**



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## 1. INTRODUCTION

Human rights are those basic freedoms inherent to all human beings. They are based on the principle of equality, which means that all human beings, regardless of religion, sex, nationality, ethnicity, sexuality, age, culture or disability, have the same universal rights. They are embodied in 30 fundamental principles or articles that were adopted by the United Nations General Assembly in 1948, the Universal Declaration of Human Rights.

Many different types of people, including tourists, suppliers and staff frequent **Globales** hotel establishments, and although it is difficult to detect when one person compromises the human rights of another individual, it is important to understand how to manage this risk to ensure the protection of the well-being of vulnerable groups, including minors, and to ensure that they are treated fairly and respectfully, regardless of sexuality, gender, age, ethnicity, religion or disability.

The UNWTO (World Tourism Organization) Global Code of Ethics for Tourism establishes that the exploitation of human beings, in any form, especially sexual exploitation and particularly when it affects children and adolescents, violates the fundamental objectives of tourism and constitutes a negation of its essence.

## 2. INSPIRATIONAL RIGHTS

### A) Civil and political rights

At **Globales**, respect and support for civil and political rights are primarily embodied in its obligations to the people it employs. Business obligations related to human resources, since all internationally accepted declarations on human rights and business activity make explicit reference to working conditions and labor rights, these aspects are also addressed here:

#### **1.- Right to equal opportunity and to treatment free from discrimination**

All **Globales** policies such as, but not limited to, those related to recruitment, hiring, firing, pay, promotion and training, are free of discrimination. **Globales** treats all employees with equal respect and dignity. Our company supports the principle of equal opportunity and fair treatment and therefore strives to eliminate discrimination on the basis of race, color, sex, religion, political opinion, nationality, national origin or social status, membership in an indigenous people, age or disability or other characteristics of the individual that are unrelated to the person's ability to perform his or her job. Intimidation and degrading treatment will not be tolerated in our sphere of influence, nor will any employee be disciplined without a fair procedure.

#### **2.- The right to security of persons**

**Globales** does not participate in or benefit from crimes against humanity, genocide, torture, forced disappearance, forced or compulsory labor, hostage taking or other violations of humanitarian law, or other crimes against the human person as defined in international law.

Our security measures comply with international human rights standards, as well as the laws and standards of professional conduct of the areas in which we operate, and are used exclusively for preventive or defensive purposes.

### **3.- Employee rights**

**Globales** does not use forced or compulsory labor. We hire our workers and pay them a fair wage that meets or exceeds basic needs, complying at all times with the terms of the collective bargaining agreement. Individuals working for **Globales** have the option to leave employment within the contracted legal terms, and the right to receive documentation pertaining to their employment relationship with **Globales**. Our employees have the right to join a union or employee association.

**Globales** does not use child labor, and respects the right of children to protection from economic exploitation.

The Company as such has a commitment with its employees to promote and develop policies that guarantee the principles of equity and equal opportunities and that allow an adequate professional development in an environment of quality and safety at work. It also focuses on prioritizing the hiring of local personnel to favor the development of the societies where the company is present and the enrichment of the cultural diversity of our work teams.

### **4.- Respect for national sovereignty**

**Globales** recognizes and respects the relevant rules and procedures of international law (including laws and regulations concerning sanctions and embargoes adopted by the United Nations), national laws, regulations, administrative practices, development objectives, social, economic and cultural policies, and the authority of the places where the organization works.

### **5.- Intellectual property rights and transfer of technology**

**Globales** protects and enforces intellectual property rights in a manner that contributes to the promotion of technical innovations and the dissemination of technologies, for the benefit of both producers and users of technological knowledge and for the sake of social and economic welfare.

Other **Globales** corporate citizenship guidelines regulate our conduct with respect to bribery, consumer protection and environmental protection.

## **B) Economic, social and cultural human rights**

Given its commercial nature, **Globales** cannot implement economic, social and cultural rights on its own. However, within the limits of our resources and possibilities, we do contribute in many ways, through our business activities, to the improvement of living conditions and other economic, social and cultural rights. **Globales** contributes to the economic well-being and the common good by assuming certain corporate responsibilities with varying levels of binding obligations:

- ✓ **Globales'** core business activities are conducted in compliance with applicable labor, environmental, tax and other laws and regulations (essential non-negotiable standards);
- ✓ The business is conducted in accordance with corporate social responsibility standards and activities.

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## 3. PRINCIPLES AND COMMITMENTS

At **Globales** we are very aware of our influence in the fulfillment of Human Rights, and for this reason and within the framework of our Corporate Social Responsibility Policy, we establish the following principles. Our employees:

- ✓ Will receive a living wage, in accordance with the Hotel and Catering Collective Bargaining Agreement;
- ✓ Shall work the correct number of hours, in accordance with the applicable legal and regulatory provisions;
- ✓ Will be local whenever possible;
- ✓ Shall be free to join a trade union or similar organization established to protect and represent the rights of the worker.

For its part, the Directorate:

- ✓ Promotes the provision of extraordinary benefits to personnel such as meals, lodging, according to cases and needs;
- ✓ Encourages the development of personnel in their jobs, improving their capabilities with training and professional development opportunities;
- ✓ Ensures that they are aware of Local Community issues that may affect their lives and ensure that their views are considered by the Company's decision making;
- ✓ Actively manages the protection of children and adolescents from sexual abuse or exploitation in tourism;
- ✓ Is committed to train personnel so that they know and behave in accordance with the practices and policies adopted by the Company for the protection of children and adolescents against commercial sexual exploitation, and for the proper handling of situations of this nature that may arise in the course of their work, encouraging them to act as preventive agents of this problem;
- ✓ Appreciates staff and treats them fairly and respectfully, ensuring that no discrimination is allowed against anyone, regardless of age, sexuality, gender, ethnicity, religion, culture or disability;
- ✓ Ensures compliance with all labor management laws and regulations;
- ✓ Training personnel on the Company's sustainability and development commitments.

*Andrés García,  
Chief Operating Officer*