

## Corporate Social Responsibility Policy

At **Grupo Piñero** we are aware of the importance of developing in balance with the environment and society in general. To do this we understand the management of our companies from a global perspective. We are firmly committed to offering our customers a product of maximum quality, improving the quality of life of our employees and having a positive impact on the local community and the environment, all while continuing to be a viable company from an economic point of view in the medium **and** long term.

All our corporate management policies encompass a sustainable approach, with which we aim to be a dynamic and modern company, well-adapted to today's realities. We endeavour to be a leader in management both now and in the future.

Our commitments to economic, social and environmental sustainability are:

- Regarding the **environment**, we undertake to improve energy, water and waste management, and to actively take part in conserving the rich biodiversity at all the destinations where we operate.
- From a **sociocultural** perspective, our commitment focuses on responsible human resource management, recognising work, the right training for our employees, equal opportunities, actively defending human rights and children's rights, supporting local development and collaborating to protect local culture.
- At **corporate** level, we work to implement governance standards and systems in order to be more competitive and improve the quality of our products, as well as to improve relations with our stakeholders by establishing effective active communication mechanisms. Our management is based on business ethics and responsibility.

We accept our role as a leading company in the international tourism sector, developing our values comprehensively, communicating our activities to our stakeholders, with whom we maintain a regular and continuous dialogue in favour of sustainability.



**Encarna Piñero Garcia**  
Chief Executive Officer  
February, 2019