

SUSTAINABILITY POLICY

At Iberostar Hotels & Resorts, sustainable development is a driving force in our business. We are committed to making our hotels' growth compatible with environmental protection and cultural heritage, along with promoting the social and economic well-being of our zones of influence. All sustainability strategies are based on solid ethics and good corporate governance.

Our sustainability policy complies with current national, regional and local legislation in each of the destinations where we operate and is guided by the following principles:

- **Evaluate our environmental and social impacts and comply with applicable legislation** and codes of ethics.
- **Integrate sustainability strategies** into all of our business decisions.
- Strive for **permanent innovation**, understood as the care to improve our products and services in a way that is sustainable, profitable and respectful to people and the environment.
- **Involve** our customers, employees, suppliers and the local community in sensible resource use.
- Ensure the **proper waste management**, while always promoting re-use and recycling, with a view toward the circular economy.
- Promote sensible electricity use by integrating **energy-efficient technology and renewable energy sources**.
- Work within the commitment to conserve the **environment** and **respect native flora and fauna** where we operate.
- Provide an optimal work environment that supports **professional development, equal opportunities, plurality of functions and diversity in the workplace**.
- Carry out initiatives that promote the participation of local associations and workers, in order for them to share knowledge and for us to support **community support** actions.
- Create partnerships and promote the consumption of **locally sourced products and services and responsible commerce**.

We understand this is an ongoing process that requires continuous contribution. Therefore, we are integrating all our groups of interest into this commitment in order to establish dialogue and continuously improve on our principles.

27 May 2019