



Subject: Commitment to Employee Welfare

Version: 1.0

Effective Date: 5/1/2025

Applies to: All hotels and operations of the Marissol Hotel Group

1. Policy Statement (Senior Management Commitment)

Marissol Group's leadership hereby affirms:

"We are committed to treating our staff fairly, upholding all relevant labour laws, and exceeding baseline standards in ensuring their safety, well-being, and professional growth."

This declaration should appear prominently in the Employee Handbook, official communications, and recruitment materials to reinforce its visibility and accessibility

2. Core Principles of Fair Treatment

- **Compliance with Labour Laws** We adhere to all applicable local and international labour legislation.
- **Fair Compensation** Salaries and benefits are competitive and based on regular benchmarking to ensure fair pay.
- **Work–Life Balance** Employees receive sufficient rest periods, holidays, and leave entitlements.
- **Safe and Supportive Work Environment** We maintain health and safety protocols and provide secure working conditions.
- **Zero Tolerance for Discrimination, Harassment, and Abuse** Our workplace promotes respect, inclusivity, and dignity for every employee.
- **Equal Opportunity & Professional Development** All staff have equitable access to training, development, and career advancement.

3. Implementation Strategy

- **Visible Documentation** Embed the policy in the Employee Handbook, intranet platforms, and staff notices. Include in job postings and recruitment materials to reinforce our commitment (



- **Communication and Training** Conduct regular orientation sessions and refresher training—for both existing and new staff—focusing on employee welfare rights and support mechanisms.
- **Oversight and Oversight Group** Establish an **Employee Welfare Committee** with representatives across functions to monitor adherence and propose improvements.
- **Grievance and Feedback Channels** Provide safe, confidential methods for staff to raise concerns—via a hotline, suggestion box, or direct report—ensuring timely response and resolution.
- **Monitoring and Review** Carry out annual reviews of welfare metrics (e.g., staff satisfaction, incident reports, training completion, turnover). Summarize outcomes and action plans in internal reports.
- **Continuous Improvement** Use employee feedback, audit findings, and benchmarking to enhance welfare practices, aiming to exceed legal requirements.

4. Accessibility

This policy is made readily available to all internal stakeholders, especially staff—through employee handbooks, the intranet, and onboarding materials

5. Beyond Compliance

Marissol Group pledges to go **beyond basic legal compliance** by fostering a culture of fairness, respect, and empowerment—committing to holistic welfare and continuous enhancement

Example Statements for Inclusion

- **Simple:** “At Marissol Group, we are committed to treating our staff fairly and respecting all labour laws.”
- **Expanded:** “The welfare of our people matters. Marissol Group is dedicated to fair treatment, equitable pay, safe work environments, and fostering growth and opportunity for all.”

Summary Table

Policy Element	Key Content
Statement	Senior management publicly commits to fair and respectful treatment.



Employee Welfare Policy
Marissol Group



Principles	Labour law compliance, fair pay, rest, safety, non-discrimination, equality.
Implementation	Documentation, training, oversight committee, grievance channels.
Monitoring	Annual reviews, employee feedback, continuous improvement.
Visibility	Policy accessible to all in handbooks, intranet, adverts.
Beyond Compliance	Cultural commitment to fairness exceeding legal minimums.

General Manager Asterias