



Marissol Group Human Rights Policy

Subject: Commitment to upholding and promoting the human rights and dignity of all individuals connected to our operations

Version: 1.0

Effective Date: 5/1/2025

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

1. Purpose & Commitment

Marissol Group is committed to upholding and promoting the human rights and dignity of all individuals connected to our operations. We recognize our responsibility to prevent harm, promote fairness, and protect the most vulnerable — including children, adolescents, women, minority ethnic groups, people with disabilities, and LGBTQ+ individuals. This policy is based on the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, the ILO Core Conventions, and Travelife's A13 guidance.

2. Scope

This policy applies to:

- **All Marissol Group employees, managers, and executives.**
- **Contractors, suppliers, and partners engaged with our operations.**
- **All business activities, both in our facilities and through our supply chain.**

3. Core Principles

3.1 Equality, Diversity & Inclusion

- We prohibit discrimination in any form — based on race, ethnicity, religion, gender, sexual orientation, gender identity, age, disability, marital status, pregnancy, or any other protected characteristic.
- We actively foster an inclusive workplace that values diversity and encourages equal participation and representation.

3.2 Protection of Vulnerable Groups



- Children & Adolescents – No child labor, protection from economic exploitation, and safeguarding from any form of abuse, neglect, or exploitation.
- Women – Equal pay for equal work, protection from sexual harassment, and promotion of gender equality in career opportunities.
- LGBTQ+ Individuals – Respect for sexual orientation and gender identity, with zero tolerance for discrimination, harassment, or exclusion.
- Minority & Marginalized Groups – Ensuring fair access to employment, training, and advancement, with cultural sensitivity in all operations.

3.3 Safe & Respectful Environment

- No Harassment or Abuse – Zero tolerance for physical, verbal, sexual, or psychological harassment, bullying, or abuse.
- No Exploitation – Absolute prohibition of forced labor, human trafficking, and exploitative working conditions.
- Fair Treatment – Transparent and consistent application of policies, fair disciplinary procedures, and equitable opportunities.

3.4 Freedom & Rights

- Freedom of association and collective bargaining without fear of retaliation.
- Privacy and confidentiality for all employees, especially regarding personal identity and status.

4. Implementation Measures

- Leadership Accountability – Senior management ensures policy integration into all business practices and communicates it to all staff and partners.
- Training & Awareness – Mandatory training on human rights, diversity, and safeguarding vulnerable groups for all employees.
- Supplier Contracts – Inclusion of human rights clauses requiring compliance and providing grounds for termination if violated.
- Confidential Reporting Channels – Safe, anonymous ways for employees and stakeholders to report concerns without fear of retaliation.



- Immediate Response Protocol – Swift investigation and action in cases of harassment, discrimination, abuse, or exploitation.

5. Monitoring & Continuous Improvement

- Annual internal review of incidents, grievances, and corrective actions.
- Periodic supplier and partner audits for compliance.
- Ongoing engagement with stakeholders to strengthen protections and address emerging risks.

6. Statement of Zero Tolerance

Marissol Group explicitly states:

“We will not tolerate discrimination, harassment, abuse, exploitation, or unfair treatment. We will actively protect children, adolescents, women, LGBTQ+ individuals, and all minority or marginalized groups in our operations and partnerships.”

General Manager Asterias

A handwritten signature in black ink, appearing to read "Asterias", written over a large, stylized 'X' mark.