



Active Citizenship & Social Responsibility Policy

Marissol Group



Marissol Group Active Citizenship & Social Responsibility Policy

Subject: Commitment to acting as a responsible corporate citizen

Version: 1.0

Effective Date: 5/1/2025

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

1. Purpose & Commitment

Marissol Group recognizes that our business activities impact the communities and environments in which we operate. We are committed to acting as a responsible corporate citizen, contributing positively to society, promoting cultural respect, and supporting initiatives that improve the well-being of people and the planet.

Our approach integrates **social, environmental, cultural, and economic responsibility** into our daily operations and long-term strategies.

2. Guiding Principles

We base our policy on internationally recognized standards, including:

- **UN Sustainable Development Goals (SDGs)**
- **UN Global Compact Principles**
- **OECD Guidelines for Multinational Enterprises**
- **Travelife Sustainability Criteria**

3. Core Commitments

3.1 Community Engagement

- Build strong, mutually beneficial relationships with local communities.
- Support local development projects in education, health, infrastructure, and social welfare.
- Encourage employee volunteerism and participation in community programs.

3.2 Cultural Respect & Heritage Preservation

- Promote and respect the cultural identity, traditions, and heritage of host communities.
- Support local artists, craftsmen, and cultural events.



- Avoid activities that exploit or misrepresent local traditions.

3.3 Economic Contribution

- Prioritize local employment, sourcing, and partnerships to strengthen the local economy.
- Support fair trade practices and small local businesses.
- Ensure fair payment terms for local suppliers.

3.4 Environmental Responsibility

- Reduce waste, conserve energy and water, and protect biodiversity in areas where we operate.
- Support conservation initiatives and eco-education projects.
- Actively participate in environmental awareness campaigns.

3.5 Human Rights & Social Inclusion

- Ensure that our CSR programs uphold human rights and protect vulnerable groups.
- Promote social inclusion, diversity, and equal opportunities in all community activities.
- Avoid supporting any project that could cause harm, displacement, or exploitation.

4. Implementation Measures

- **CSR Committee** – Establish a cross-functional team to plan, implement, and monitor CSR initiatives.
- **Stakeholder Consultation** – Engage with local communities, NGOs, and authorities to identify genuine needs.
- **Employee Involvement** – Encourage staff participation through volunteer days, skill-sharing programs, and charitable events.
- **Partnerships** – Collaborate with reputable local and international organizations for greater impact.

5. Monitoring & Reporting

- Track the social and environmental outcomes of our CSR projects.
- Publish an annual **Active Citizenship & CSR Report** summarizing key initiatives, outcomes, and community feedback.



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- Review and adjust the policy annually to improve effectiveness and relevance.

6. Public Statement

“Marissol Group believes that success is measured not only by business performance but also by the positive impact we create. We commit to being an active, responsible corporate citizen — protecting our environment, supporting our communities, respecting cultural heritage, and contributing to a fair and sustainable future for all.”

General Manager Asterias

A handwritten signature in black ink, appearing to read "Zalpaen".