ADRIATIC
LUXURY HOTELS

EMPLOYMENT POLICY

Our Commitment

At Adriatic Luxury Hotels (ALH) we are, above all, committed to creating a safe, stable, fair and empowering work environment for all our 1.000+ employees. We furthermore act on our responsibility to protect and promote Human Rights in accordance with the Universal Declaration of Human rights and national legislation. We care about the health and wellbeing of our employees and consider our employee satisfaction a key success factor in our business operations. We are also dedicated to protecting Human Rights along our supply chains and in our guest relations.

Equality & Anti-Discrimination: We are committed to providing equal employment opportunities without discrimination. This precludes any discrimination on the basis of age, nationality, race or colour, religion, gender, sexual orientation, gender identity or expression, marital status, disability, political view or any other characteristics. Our employees are the key to our success, and we acknowledge and respect their culture, traditions and intellectual property rights.

Fair Terms: We commit to fair, balanced and legally compliant employment terms regarding salaries, working hours, leave, assistance, allowance, notice periods, etc. These terms shall be defined in our employment contracts which each employee receives no later than on their first day of work. Our contracts are based on collective agreements as well as regulations. We recognise the rights of our staff members to join a work association or trade union and commit to cooperating with elected representatives.

Safety, stability and wellbeing: We commit to putting our employees' safety and well-being as well as the stability of their workplace first. All our operations comply with applicable Occupational Health and Safety regulations.

Leadership and Empowerment: We commit to communicating with our employees in a clear, transparent and understandable manner. We value participation and provide information on strategic goals to ensure alignment and orientation. We are dedicated to providing assistance and training to our employees so they can feel secure and empowered in their respective positions. We create opportunities for careers and ensure equal opportunity.

Dignity and Privacy: We commit to the inviolability of our employees' dignity. We respect their dignity and privacy and provide neutral grounds whenever necessary.

Human Rights Protection: Our pledge to respect human and labour rights applies to all ALH operations, including our supply chain, corporate office and managed hotels. We also expect our partners to uphold similar standards of operation. We recognise the importance of protecting the human rights of all our colleagues, guests, suppliers and community members and support our business partners to prevent, mitigate and address conflicting impacts on such rights.
ALH has a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective measures to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

In Dubrovnik, 11 June 2025

David James Taylor
President of the Management Board