

Human Rights Policy

Introduction

At Hotel "I Dammusi di Borgo Cala Creta", we recognize the importance of upholding and respecting human rights in all aspects of our operations. This policy is guided by international human rights principles, including the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights.

Scope

This policy applies to all our employees, contractors, suppliers, and business partners.

Our Commitment

1. **Respect for Human Rights:** We are committed to respecting human rights and avoiding complicity in human rights abuses. This includes:
 - Ensuring our business activities do not negatively impact the human rights of individuals.
 - Addressing any adverse human rights impacts with which we are involved.
2. **Prohibition of Child Labour:** We strictly prohibit the use of child labour, defined as the employment of individuals under the age of 15 (or 14 where allowed by the International Labour Organization), or under the minimum age for employment stipulated by the law of the country, whichever is greater.
3. **Zero Tolerance for Slavery and Human Trafficking:** We strictly prohibit any form of slavery, servitude, forced or compulsory labour, and human trafficking in our operations and supply chains.
2. **Non-Discrimination and Equality:** We promote equality and non-discrimination within our business operations. We commit to:
 - Providing equal opportunities for all employees and applicants.
 - Creating an inclusive environment free from discrimination based on race, gender, religion, age, disability, sexual orientation, nationality, or political opinion.
3. **Labour Rights:** We uphold the rights of our workers in accordance with international labour standards. This includes:
 - Providing fair wages and benefits.
 - Ensuring safe and healthy working conditions.

- Respecting the rights of workers to associate freely and bargain collectively.
- 4. **Right to Privacy and Security:** We respect the privacy and security of our employees, customers, and business partners. We will:
 - Protect personal data and ensure its confidentiality.
 - Ensure that security measures respect human rights and are not excessive.

Responsibilities

- Management is responsible for enforcing this policy and leading by example.
- All employees and associates are expected to adhere to this policy.
- The Hotel Manager is responsible for administering and overseeing the implementation of this policy.

Reporting and Grievance Mechanisms

- We will provide mechanisms for employees and external stakeholders to report concerns or grievances related to human rights.
- All reports will be taken seriously and investigated promptly and fairly.

Training and Awareness

- We will provide training on human rights responsibilities to our employees, especially those in decision-making roles.
- We will raise awareness about this policy among our employees, suppliers, and business partners through sharing it

Review and Monitoring

- This policy will be reviewed regularly to ensure it remains relevant and effective.
- We will monitor compliance with this policy and take corrective action as necessary.

Approval

This policy has been approved by the highest level of management at Hotel i Dammusi di Borgo Cala Creta, underscoring our commitment to human rights.

Contact Information

For more information or to report human rights concerns, please contact:

Ezio Bellocchi - Hotel Manager - email: info@calacreta.com