

# Code of ethics

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The Holiday Village Rosapineta Sud is committed to pursuing sustainability in all its forms. That is why we decided to have a code of ethics, which guides all our activities. Below are the fundamental principles of our code, which are derived from the 10 Principles of the UN Global Compact.

## HUMAN RIGHTS.

1. Our facility respects human rights and employees are encouraged to report issues.
2. Exploitation of human beings in any form, and in particular sexual exploitation, especially referring to children, is contrary to the fundamental objectives of tourism and constitutes a denial of it. As such, in accordance with international law, it is strictly opposed.
3. Our facility rejects all forms of forced labor and the confiscation of the employee's identity documents. Workers are allowed freedom of movement.
4. Child labor is never allowed. The minimum age of employees is 16 or 15 under school-to-work projects. Employees under the age of 18 may not work the night shift or perform risky or heavy work.
5. Our facility ensures that no Employee is discriminated against or mistreated because of gender, nationality, sexual identity, color, ethnicity or religious belief, disability, or sexual orientation. Diversity and equal opportunity are encouraged, including in career advancement.
6. No one shall be subjected to corporal punishment, unlawful deprivation of liberty or physical, sexual, psychological or verbal abuse. Salary deductions used as a disciplinary measure are not allowed.
7. Our facility respects the freedom of association of all Employees and their right to collective bargaining. All employees have full freedom to join a union and to appoint representatives to express their professional interests without fear of punishment, persecution or other forms of retaliation.

## WORKING CONDITIONS

- A written contract is made for each employee, regardless of whether the employment relationship is temporary or permanent. The written contract shall at least contain information on working hours, notice period, salary, salary range, and overtime compensation.
- All employees shall receive a fair salary that covers a reasonable standard of living for the employee. This standard of living includes food, clothing, housing, medical care, social services and insurance. An allowance for overtime is paid.
- All employees receive a paycheck stating their salary, number of hours worked and any legal deductions, and overtime allowance, if applicable.
- The number of working hours and rest hours shall comply with national regulations.
- All employees are entitled to vacation pay, sick pay and paid parental leave.
- Our facility creates a healthy and safe working environment. Injuries and accidents are recorded, reduced and prevented.
- All employees have access to clean drinking water, toilets and a separate place for meals.
- Hazardous work is documented, and our facility pays for and provides employees with appropriate protective equipment. All areas are well lit, ventilated, and an acceptable temperature and noise level are maintained.
- If housing is offered, each employee is offered a suitable, clean bed with separate sleeping areas, toilets and showers for men and women.
- Our facility has satisfactory fire safety and evacuation procedures. All sites are equipped with fire alarms, fire extinguishers, and clearly marked and easily accessible evacuation routes and emergency exits. Fire drills are conducted regularly.
- All products and services provided comply with all legal standards for consumer health and safety. Our facility provides clear information on the content, safe use, maintenance, storage, and disposal of products and services.

## ENVIRONMENT

- Our facility is committed to reducing its impact on the environment and public health and safety.
- Our facility is committed to undertaking an environmental sustainability program with measurable goals to improve environmental and public health and safety levels. The program includes information on chemical and hazardous materials management, waste management, energy consumption, water consumption, transportation and travel, and emissions to air, water and soil.
- Our facility has a risk management plan that prevents, reduces and controls serious damage to the environment.
- Suppliers of products containing minerals from conflict zones such as tin, tungsten, tantalum and/or gold are required to have a policy and procedure to ensure traceability of these minerals.

## COMBATING CORRUPTION

- Corruption in all its forms, including but not limited to extortion, abuse of office, nepotism, fraud, and money laundering, are strictly prohibited.
- No one shall offer, promise, give or accept, directly or indirectly, any payment, gift or benefit in exchange for special treatment with the intent to facilitate a sale or receive a personal or business advantage.
- Our facility rejects any form of aiding and abetting mafia associations and complies with the Code of Anti-Mafia Laws and Prevention Measures.
- All potential conflicts of interest are avoided. Business decisions are not influenced by personal relationships and/or interests.
- Fair competition is respected. Market sharing, bid rigging and production restrictions are strictly prohibited.
- Our facility complies with laws against corruption. The adoption and reporting of internal control measures is encouraged.
- Our facility is committed to transparency. Systems are fostered to ensure accurate, regular, reliable and relevant information regarding its activities, structure, financial situation and business transactions.

Employees and guests are encouraged to report any issues to management. Any incidents ascribable to the aforementioned cases will be punished with the application of legal regulations and the exclusion of the collaborator.

I, the undersigned Ghezzi Renzo as the LEGAL REPRESENTATIVE of the Holiday Village Rosapineta Sud, approve the Code of Ethics.



**ROSAPINETA**Sud  
VILLAGGIO TURISTICO ★★☆☆