



## POLICY AGAINST VIOLENCE DISCRIMINATION

Ella Resorts have committed to promote, cultivate and maintain a culture of diversity, equality and acceptance of its people.

The human capital is the most valuable asset we have. Our employees invest in their work with individual differences, life experiences, knowledge, ingenuity, innovation, expression, unique abilities and talent. This represents an important part not only of our culture but also of our legacy and our company's achievements.

We embrace and encourage the diversity of our employees in age, color, nationality, marital status, gender identity or expression, language, origin, physical and mental ability, disability, political beliefs, race religion, sexual orientation, socioeconomic status, experience and other characteristics that make our employees unique.

Our applied Policies regarding the continuous development of a healthy working environment at Ella Resorts, are based on the principle of gender equality and diversity which encourages and enforces:

- Respectful communication and cooperation between our employees.
- Elimination of all forms of violence and intimidation in the workplace and social space, wherever it originates.
- Teamwork and participation of employees, allowing the representation of all groups and beliefs of our employees.
- Work / Life balance through flexible work schedules in order to accommodate the diverse needs of employees.
- Employer and employee contributions in the communities we serve for promoting greater understanding and respecting of diversity

v.1 / 02.03.2022

The Managing Director

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