



Employee Policy

Introduction

At Thanos Hotels & Resorts, we value our employees and are committed to providing excellent working conditions that enable their development and empower them to deliver outstanding service within the Mediterranean hospitality industry.

Thanos Hotels & Resorts is a family-owned business that operates on an “extended family” philosophy, where management, employees, and guests are all considered integral members of our community.

To uphold these values, we are committed to the following principles:

- Fostering a positive, inclusive, and supportive working environment in which our employees feel valued and proud to belong.
- Investing in our people, recognising that a loyal, motivated, and united team is essential to achieving our shared objectives.
- Recruiting capable individuals and providing continuous training and development to meet the evolving expectations of our guests.
- Ensuring fair working conditions and upholding human rights across all areas of our operations.
- Maintaining a zero-tolerance approach to all forms of corruption.
- Promoting ethical conduct and integrity in all daily activities and responsibilities.
- Rejecting all forms of human trafficking and the exploitation of individuals.
- Prohibiting forced or compulsory labour and any form of child labour.
- Ensuring that our operations and supply chain are monitored so that risks related to child labour, hazardous work for young workers, and forced labour are identified and mitigated.
- Promoting equal opportunities, eliminating discrimination in employment, and fostering diversity and inclusion in the workplace.

This statement is reviewed periodically to ensure its continued relevance and effectiveness.

Thanos Hotels & Resorts ESG Committee approved this statement on 2nd of March 2026.