



# LABOR AND HUMAN RIGHTS POLICY

The AQUA FANTASY AQUAPARK HOTEL & SPA ensures that working and human rights issues are addressed by commitment to the following:

- All employees MUST receive a written contract based on local employment laws.
- All employees MUST be insured and be granted full medical care.
- Working hours should be in line with national employment laws.
- All employees MUST receive: a free uniform, free laundry, 3 free meals per day, accommodation.
- All employees MUST receive the correct introductory orientation session for new staff.
- All employees MUST receive the correct training and have the opportunity to develop their skills and advance in their career.
- All employees MUST be treated with respect, fairly, and must NEVER be subjected to any sort of intimidation or harassment.
- All employees MUST receive fair and indiscriminate equal opportunities of employment, development, advancement, self-expression and self-representation.
- The minimum age for beginning employment is 18..
- The disciplinary procedure is applied according to the country's local legislation. The communication of the same, should be on the Human Resources notice board.
- Employees are permitted to form an employee association or committee.
- Employees are permitted to elect a spokesperson, should they wish.
- Employees are permitted to schedule meetings together in the workplace, during working hours, to discuss employment related issues.
- Employees are permitted to arrange and conduct meetings, without management involvement.

**Date and Signature of General Manager**

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