

In our company, sustainability must be a basic principle, and, for this reason, we have established an Integral Sustainability Programme, Care Programme.

The main objective of this policy is to define the actions that are carried out in our establishments with the aim of improving the way we manage regarding society, the good treatment of employees and the environment, aimed at guests and clients, employees of the establishment and suppliers.

This policy has a global scope and is extended to all current and future work centres in which Mar Senses S.L. could develop its activity. Recognizing the impacts that tourism has on the environment, the availability of natural resources and climate change, Mar Senses S.L. will work to ensure that all establishments where it operates comply with the following environmental, social, and labour principles:

1. Make efficient use of our facilities and equipment with the participation of staff and guests with the aim of reducing water and energy consumption, as well as CO2 emissions and making reasonable and efficient use of resources to minimize environmental impact.
2. To promote circularity by reducing waste generation and selective waste collection.
3. To comply with all applicable environmental and labour legislation in the different countries in which it is present, as well as all other legal requirements.
4. To conserve the biodiversity of our surroundings by participating in different activities.
5. To optimise the use of chemical products and reduce their impact on the environment.
6. To contribute to the development of our community by sourcing from local suppliers and distributors.

7. Prioritise the purchase of local products to reinforce the economic and social development of the community, provided that quality standards, price, health and safety criteria are guaranteed.
8. Promote among suppliers the use of renewable energies in their production processes.
9. Appreciate products that generate less packaging waste. The purchase of products in bulk or containing as little packaging as possible will be chosen in order to reduce the waste generated.
10. Select Suppliers whose products or services are in line with quality, sustainability, and efficiency standards, and do not focus solely on price as a decisive selection criterion.
11. To make our local culture known by promoting excursions and other activities in our community and by promoting our gastronomy with the introduction of km0 food.
12. Actively participate in environmental and social projects that are developed in our community in the form of cooperation or donations.
13. Incorporate environmental and social aspects in the Company's decision-making process, including the evaluation of environmental risks that could affect the activity of Mar Senses S.L.
14. Promote our environmental, labour, and social achievements and share them with our clients to invite them to collaborate.
15. To raise customer awareness through infographics and good practices in all establishments.
16. Guarantee dignified and fair treatment that is respectful and does not allow any type of direct or indirect discrimination for employment, or once employed, for reasons of sex, marital status, age within the limits set by this law, racial or ethnic origin, social condition, religion or beliefs, political ideas, sexual orientation, membership or not of a trade union, as well as for reasons of language, both in the selection process and in the development of their work once the contract has been formalised. Nor may they be discriminated against on the

grounds of disability, provided that they are fit to perform the work or job in question.

17. Favour the professional development of employees through objective and transparent processes, encouraging training and capacity building for continuous improvement.
18. To enhance the social benefits of our employees by promoting well-being and health protection, with training programmes and defending equal opportunities for all, incorporating our Equality Plan.
19. To recognise the right of association and trade union membership by establishing a relationship of dialogue and cooperation.
20. Training all staff in sustainability and circularity and raising their awareness of the importance of preserving the environment.
21. Continuous improvement of our management towards sustainable development and planning of new objectives each year.

Mallorca, in May of 2023.



Francisca B. Vidal

President of MarSenses Hotels & Homes