Sustainability policy

Seaside Collection

Delivering exceptional holiday experiences committed to sustainability.

Statement

Seaside Collection is a group committed to a continuous improvement system in terms of sustainability through the implementation of environmental, social, and economic actions that generate positive impacts in the destinations where we operate.

Our main areas of focus are:

Environmental commitment and climate change mitigation

Seaside Collection is fully aware that its hotel operations require a significant consumption of natural resources and generate waste. In this context, we assume a strong commitment to minimizing our environmental impact and mitigating climate change, in line with the principles of the Paris Agreement, the European Green Deal, and the 2030 Agenda for Sustainable Development.

We conduct an annual review and assessment of the environmental performance of our establishments, setting specific, measurable, and regularly revised objectives regarding energy, water, waste, and emissions, in order to ensure their effectiveness and alignment with the most demanding national and international standards.

In addition, we regularly monitor our carbon footprint, in accordance with official methodologies, with the aim of achieving progressive reductions in greenhouse gas (GHG) emissions.

Our main lines of action include:

- **Energy efficiency and use of renewable energy**: continuous improvement of facilities, implementation of efficient technologies, and promotion of renewable self-consumption.
- **Responsible water management**: optimization of consumption through efficient technologies in hotel operations and gardens.
- **Waste reduction and circular economy**: minimization, reuse, and recycling, prioritizing recycled and biodegradable materials, and collaboration with sustainable suppliers.
- **Sustainable mobility**: shared transportation, charging points for electric vehicles, and non-motorized mobility for guests and employees.
- **Biodiversity and animal welfare**: integration of native species in gardens, habitat protection, creation of wildlife refuges, and respect for animal welfare throughout the supply chain.
- **Awareness and training**: fostering a corporate culture oriented toward sustainability and climate action through awareness programs for employees, guests, and partners.

Employee wellbeing

At Seaside Collection, we believe in talent and work for people.

- Our values: respect, responsibility, and passion
- Our hallmark: empathy, friendliness, and service
- Our purpose: *Seaside Feeling – Effortless modern luxury*

We consider our staff to be our most valuable asset, and it is their talent that gives meaning to our activity. We take responsibility for providing a safe, healthy, pleasant, and rewarding environment, and for ensuring that our policies support a balance between work and personal life.

As an inclusive employer, we reaffirm our commitment to welcoming everyone into the Seaside family, ensuring a non-discriminatory and inclusive workplace that fosters both personal and professional development. We are committed to flexible work arrangements and comprehensive support that addresses individual needs and aspirations, beyond regulatory requirements.

Within our commitment to professional development, we view continuous training as a key element to strengthen talent, bring value to the organization, create growth opportunities, and promote a shared sense of responsibility in areas such as gender equality, sustainability, environmental care, and personal wellbeing.

Accessibility for people with disabilities

Seaside Collection is firmly committed to the universal accessibility of its facilities. We rigorously comply with applicable legal regulations in the construction of new buildings and facilities. In addition, we carry out specific renovations and adaptations to our infrastructure to ensure access and comfort for people with reduced mobility wherever necessary.

Equality

Seaside Collection ensures that all its procedures comply with Organic Law 3/2007, of March 22, for the Effective Equality of Women and Men (LOIEMH). Our Code of Ethics, along with the policies developed within its framework, guarantees and promotes equal treatment between women and men and the elimination of any form of discrimination, whether based on gender, race, origin, sexual orientation, disability, or other personal or social circumstances.

The Seaside Code of Ethics reinforces our commitment to open and safe communication against conduct contrary to equality, through a formal and confidential channel that allows anyone to report potential breaches to the Chairman of the Audit Committee.

Seaside Collection has an Equality Plan and a Joint Equality Committee made up of employees and company representatives, responsible for monitoring and evaluating the actions and measures adopted in this area. In addition, we have a Protocol for the Prevention of and Action Against Workplace Harassment, which regulates procedures to follow in the event of potential harassment situations.

In line with our commitment to professional development, we promote training and awareness on equality for all staff, fostering shared awareness and responsibility on issues of equity, inclusion, sustainability, and respect for the environment.

In recruitment processes, we ensure that all stages are fair and free from any form of discrimination on the grounds of age, nationality, gender, marital status, or other factors. Job offers are written in inclusive and neutral language, guaranteeing equal opportunities for all candidates.

Regarding the protection of personal data, Seaside Collection guarantees compliance with Organic Law 3/2018, of December 5, on the Protection of Personal Data and Guarantee of Digital Rights (LOPDGDD), as well as the General Data Protection Regulation (GDPR). In compliance with Article 9 of the GDPR, the creation of files storing personal data that reveal ethnic or racial origin, political opinions, religious or philosophical beliefs, trade union membership, genetic or biometric data, health, or sexual life is prohibited, unless the legal conditions allowing it are met.

Human rights

Seaside Collection reaffirms its commitment to the defence of human rights, respect for individual and collective freedoms, the rejection of any form of forced labour, and the protection of the dignity and rights of all people. These principles are set out in our Inappropriate Conduct Protocol, which establishes clear guidelines for ethical and responsible behaviour.

This protocol defines Seaside's unequivocal stance in favour of diversity and non-discrimination, prohibiting any form of differentiation based on gender, race, religion, age, marital status, disability, sexual orientation, nationality, or other personal circumstances. It also explicitly rejects all forms of harassment, whether sexual, physical, psychological, or otherwise.

All Seaside staff have received detailed training on the content of the Inappropriate Conduct Protocol, and this training is integrated into the onboarding and induction process for all new hires.

In addition, Seaside Collection has a confidential whistleblowing channel, accessible not only to employees but also to any person or entity, enabling the safe and anonymous reporting of any breach of the Code of Values and Ethics, or any other unlawful activity detected. Oversight and monitoring of the Criminal Risk Prevention Program falls under the responsibility of the Group's Human Resources team, with the support of the Control and Monitoring Committee.

Seaside Collection does not operate directly in environments where there is a risk of human rights violations or of forced or compulsory labour. Consequently, no complaints related to such situations have been received.

Promotion and compliance with core conventions

Seaside guarantees all employees the freedom of association and the right to collective bargaining, as provided for in International Labour Organization (ILO) conventions.

Prevention of modern slavery

We are firmly committed to preventing human trafficking and modern slavery both within our company and throughout our supply chain. We require that all suppliers, contractors, and partners maintain the same commitment and responsibility.key

Child protection

Our hotels strictly comply with the minimum legal age for employment, in accordance with current legislation, and we expect the same compliance from all our suppliers.

Staff working in our kids' clubs undergo thorough background checks prior to hiring, including the submission of a Criminal Record Certificate for Sexual Offenses issued by the Ministry of Justice, dated no more than three months prior.

This staff also receives specialized training to ensure the proper management of children's facilities and to understand the measures to be taken in the event of any suspicious behaviour.

Seaside Collection is fully aware that tourism facilities can be misused to violate children's rights. For this reason, we expressly state our firm rejection of any form of child exploitation, and we are committed to acting in accordance with Organic Law 8/2021, of June 4, on the comprehensive protection of children and adolescents against violence, as well as all applicable national, European, and international legislation protecting children and adolescents.

Our staff are specifically trained to identify inappropriate, suspicious, or negligent behaviour and to report it immediately to management. In addition, we provide information to our guests, through information sheets and QR codes, to raise awareness of the importance of child protection and to encourage them to report any incident.

Anti-bribery

Seaside Collection adopts a zero-tolerance policy against corruption and bribery. To prevent any corrupt or unlawful practices, we have established a specific whistleblowing channel for these cases, which also allows the reporting of other criminal activities that could entail liability for the legal entity. This channel, available 24 hours a day, is hosted on the website of each hotel (canaldenuncias@seaside-collection.es) and enables confidential and anonymous reporting. Complaints are managed exclusively by the head of the relevant department and the Complaints Committee.

We rigorously apply this policy to all activities related to payments, offers, or promises of payment, as well as the acceptance of gifts and hospitality. We do not make political donations, and our financial support is directed exclusively toward local charitable causes.

Anti-money laundering

In accordance with Law 10/2010 of April 28, on the prevention of money laundering and terrorist financing, Seaside Collection has formalized the public deed of the Register of Beneficial Ownership, declaring the direct or indirect beneficial owners of the group's companies. Furthermore, all employees responsible for cash operations have been informed of the legal limits established for cash payments and collections, both from clients and suppliers.

Contribution to the local economy

We are committed to promoting the local economy and employment. To this end, we establish collaboration agreements with the Public Employment System and sign agreements with educational centres in the Canary Islands to facilitate internships and promote the employability of local talent.

In addition, we prioritize local purchasing and support projects that create opportunities for local businesses, such as the sustainable viticulture collective of Gran Canaria. We actively collaborate with the Tourist Boards of Gran Canaria and Lanzarote, supporting their efforts to promote the natural and cultural heritage of the Canary Islands and to contribute to the diversification and depersonalization of tourism.

Support for people in our communities

Seaside Collection actively collaborates with social organizations and local entities, fostering inclusion and social responsibility. We host young interns in our hotels and develop activities that combine environmental and social awareness, promoting inclusion, teamwork, and care for the environment, especially through collaborations with people with functional diversity.

Crisis and emergency preparedness

Seaside Collection has emergency plans and action protocols in place to ensure the safety of guests, employees, and communities in the event of health, environmental, or social crises. We conduct regular drills and provide ongoing training for key personnel.

Exceeding guest expectations

We strive to ensure the full satisfaction of our guests in all the group's hotels, paying special attention to detail and proactively monitoring their feedback. We carefully analyse comments received through various platforms and communication channels, using this information to identify areas for improvement and implement adjustments in our services.

In addition, we strictly comply with all current environmental, health, and safety legislation, including aspects such as pool safety, fire prevention, hygiene standards, and overall hotel safety. Facilities are regularly inspected by the relevant authorities, and our key staff receive ongoing training to effectively assess and mitigate risks.

Commitment to certification

Our commitment to sustainability is periodically evaluated through external audits, ensuring the transparency and reliability of our actions.

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June 2, 2025

D. Pablo González-Haba. CEO