



HUMAN RESOURCES POLICY

The Management of The Magnific, in accordance with the Basic Principles, is committed to fulfilling the following policies:

Treatment: Guarantee fair and decent treatment, which respects the different cultural sensitivities. This treatment does not allow discrimination due to nationality, social group, age, gender, disability or religion, excluding any type of abuse or harassment and establishing the necessary health and safety conditions in the jobs.

Employment: Have in place recruitment and selection procedures that guarantee equal opportunities, evaluating the candidates with clear criteria in order to identify the ideal skills for the job, as well as ensuring strict compliance with the current legislation relating to recruitment.

Development: Encourage the professional development of employees, within a framework of staff performance, without interfering with the company's objectives, through objective and transparent processes and, where necessary, setting up training programmes which act as a key element for ongoing improvement.

Remuneration: Tailor the remuneration and social benefits policy to: the economic and social framework, the level of responsibility assigned to each post, performance and the achievement of objectives; in a fair way and in accordance with the standards established.

Working relations: Recognise the right to association and trade union affiliation and establish a relationship of dialogue and cooperation with trade unions and their representatives, without going against the Company's own existence.

It is the responsibility of the local Human Resources teams to design, manage and distribute the human resources procedures. Each person who manages a team -hotel or department-, is responsible for applying this Human Resources Policy and complying with its corresponding procedures.