



THE MAGNIFIC HOTEL HUMAN RESOURCES

The Magnific's social commitment consists of its responsibility towards its employees and the community in which it carries out its business. Both are governed by respect and by encouraging personal, economic and professional development.

Since the company began, The Magnific has considered the people to be its main asset as the service fully depends on the direct relationship between the customer and the staff.

Therefore The Magnific has always given top priority to job training and internal promotion to ensure a workforce which sees in RIU an opportunity to develop themselves both personally and professionally.

The Magnific team is characterised by its loyalty to the company and its identification with its philosophy of service. All this backed up by the Human Resources policy to ensure that we consistently offer our guests the best service on a daily basis.

Commitments:

A-Treatment: Guarantee decent and fair treatment, which is respectful and does not allow for any form of discrimination

Employment: have in place procedures to guarantee equal opportunities.

B-Development: Encourage the professional performance of employees through objective and transparent processes, promoting training for ongoing improvement.

C-Remuneration: Have in place a remuneration policy and social benefits which

are fair and in accordance with the social and regulatory framework.

D-Working relations: Recognise the right to trade union association and membership by establishing a relationship based on dialogue and cooperation.

Objectives:

The main specific objectives relating to The Magnific's staff, as established in the Action Plan in this year, are:

-Fulfil the commitments made in the Equality Plan.

-Promote access for disabled people.

Measures:

To achieve the objectives, the Corporate Social Responsibility team will implement the following measures:

-Implementation of equality measures in accordance with the commitments of the Equal Plan.

-Training for Managers and Middle Management in managerial skills.

-Training for employees on the objectives of the 4857 Labour Law code and commercial sexual exploitation of children (CSEC)

Achievements:

In 2016, the following achievements were made:

-Training managers in handling disability.

-Implementing equality measures.