

## **Barceló Regen Policy**

The Barceló Sustainability Policy is a global document that brings together Barceló Hotel Group's commitments and establishes the criteria of our model of sustainable management. Its objective is to encourage a regenerative tourism model, and to direct our efforts to produce a positive impact on the welfare of people who belong to Barceló (in the destinations where we operate, as well as on their local area and their community) by contributing to a fairer development of the local and global economy, and by working to support the planet and its inhabitants.

We are working to inspire a positive impact with our business model.

This Policy is also aligned with our FRESH corporate values which define who we are and how we work (Flexibility, Responsibility, Excellent Service and Hospitality), with the United Nations Sustainable Development Goals, and with our code of ethics and the international initiatives and standards that we are signed up to as a Group.

Through this Policy, Barceló Hotel Group aims to:

- Contribute to improving human, economic and social development in each of the communities and destinations in which we have a presence — by driving economic growth and social progress, encouraging the appreciation of local culture and traditions, helping to protect and regenerate ecosystems, and ensuring compliance with human rights and with all applicable legal requirements.
- We aim to improve the living conditions of the people with whom we engage, by creating employment and nurturing internal talent through professional and personal development.
- We aim to encourage and empower our guests and employees to adopt a healthy lifestyle through a healthy attitude and a holistic perspective, with our hotels acting as a source of transformation. We know how to take care of people, and that is what we aim to do.
- We endeavour to accelerate decarbonisation and to protect the climate as a cross-cutting, urgent and essential aim.
- We encourage innovative solutions to increase the circularity of our processes, and to reduce waste throughout our value chain.
- We safeguard the biodiversity of the planet and of the local environment, as this is inextricably linked to people's health.
- We drive sustainability in the value chain, by integrating this criterion into our purchasing decision-making, and by helping our partners to progress towards a more regenerative tourism industry.
- We act responsibly to take on the roles of influence and of leadership as a key player in the global tourism industry and we work in partnership with other organisations in seeking solutions that will help to meet the challenges posed by the quest for sustainability.
- We maintain ongoing and effective dialogue channels with our stakeholders.

As a company (in acknowledgement of our heritage, but most of all in the interests of our future), we are committed to spearheading a leadership to inspire all who make up the great Barceló family.

**Simón Barceló Tous**

**Simón Pedro Barceló Vadell**

Co-Chairmen of the Barceló Group