

EQUAL WORK AND NON-DISCRIMINATION POLICY

At CM Hotels we promote through this policy a culture of equality at work and non-discrimination in the workplace and guarantee equal opportunities for every member of our staff.

CM Hotels staff are responsible for meeting the equal working conditions set out in this policy:

- I. We **respect individual differences** of gender, culture, religion and ethnicity.
- II. We promote equal opportunities and development for all staff.
- III. In the **recruitment process**, we seek to grant the **same employment opportunities** to candidates, regardless of race, colour, religion, gender, sexual orientation, marital or marital status, nationality, disability, or any other situation protected by national, regional or local laws.
- IV. We foster a **work environment of respect and equality**, a humanitarian atmosphere of open communication and a workplace free from discrimination, sexual harassment and other forms of intolerance and violence.
- V. We are committed to **attracting, retaining and motivating our staff**, so the compensation and benefits system at our workplace does not differentiate between employees who perform duties of similar responsibility.
- VI. We respect and promote the **right of people to achieve a balance in their lives**; promoting co-responsibility in the work, family and personal life of our employees.



April, 2026