

Code of Ethics

Approval date: 3 October 2012
First review date: 6 June 2018
Last review date: 11 December 2024

The team is the most powerful factor at Meliá Hotels International. More than 40,000 employees who share the principles and values that have distinguished the Company for almost seven decades, such as a service vocation, innovation, proximity, excellence and consistency. A solid ethical base, which reinforces and gives consistency to our corporate culture.

We are also a leading company in the tourism sector that has a great impact on society and generates wealth in the destinations where we operate and, as such, we are committed to ethical management, respecting and applying the standards established in our model of principles and values in everything we do.

Our Code of Ethics reflects this legacy and becomes the cornerstone of our governance model, since it establishes the commitments and standards of behaviour expected of all of us, leaders and employees.

But we are not alone: we also want to raise awareness among all our stakeholders who make up our value chain, a model led by ethics and integrity, as a guide that should govern our relationships with our teams, our customers, our suppliers and our partners, and with the society to which we contribute, in all the destinations where we are present, and evolving with them.

For this reason, today Meliá's Code of Ethics updates its guidelines and priorities, adapting them to the new realities, focusing more intensively on important aspects such as equality, inclusion, human rights, work-life balance and child protection.

It is everyone's responsibility to be aware of it, embrace it and put it into practice, and also to make it known to our stakeholders. For our part, I can assure you that, from the Board of Directors and the management team, we assume our responsibility to promote it, leading by example to continue building, together, an increasingly ethical, humane and responsible company and society.

Thank you very much.

Gabriel Escarrer Jaume

Chairman and Chief Executive Officer

Meliá Hotels International

1. Universal Values

Meliá Hotels International assumes as its own and integrates into this Code of Ethics the main standards and models of business and industry behaviour at a global level. The integration of these principles of ethical and responsible behaviour is in line with the policy of continuous improvement and the desire of Meliá Hotels International to reinforce a model of responsible hotel management that contributes to the common good.

This Code takes into account the main national and international standards in terms of due diligence regarding human rights, labour rights and environmental protection.

2. Meliá Hotels International's Values and Operating Principles

Meliá Hotels International combines the rigour and transparency of a listed company with the strong values and long-term vision of a family group. We remain firmly committed to promote a responsible and ethical tourism industry that contributes to social and economic growth in the destinations where we operate. This Code of Ethics is a faithful reflection of this commitment and aims to position us among the world's leading hotel groups in the premium and luxury segment, to affirm our leadership in the hotel industry, and to be recognised as a global benchmark for excellence, responsibility and sustainability.

Our raison d'être is defined in our Mission:

'At Meliá Hotels International we provide global hospitality services and experiences, focused on excellence, responsibility and sustainability. And as a family business, we want to contribute to a better world.'

We aspire to promote a culture that fosters exemplary behaviour by all our employees, promoting a sense of responsibility and business ethics in our daily work, and we express this through our corporate values:

- A service vocation that stems from our hospitable essence.
- Excellence and consistency, because we do things right, with professionalism, efficiency and coherence.
- Proximity, because we love to share, listen and feel.
- Innovation, because we anticipate and innovate to be better every day.

These values come to life through the cross-cutting behaviours that we promote among all of us who are part of the Company, creating a homogeneous culture that defines how we are today and how we want to be tomorrow.

The Code of Ethics is the cornerstone of our governance model and integrates all the principles and public commitments we assume as a company, as well as a set of action guidelines that govern and give meaning to our culture and values. All our employees must adhere to and assume the content of our Code of Ethics, accepting responsible action and management guidelines, as well as ethical and honest behaviour. Knowing, accepting and complying with it is the best guarantee that the company's principles and values are transferred to our day-to-day activities.

As a result, at Meliá Hotels International:

'We are committed to offer a value proposition that allows us to build long-term relationships based on trust and mutual benefit with all our stakeholders: customers, shareholders, owners, employees, partners (agencies, tour operators, suppliers...) and the society as a whole, reinforcing our commitment to the environment and its preservation for future generations.'

3. Meliá Hotels International's Commitments

With the approval of this Code we publicly assume a series of obligations and commitments that involve not only all our employees, but also the Company as a whole, requiring the creation of the appropriate mechanisms to guarantee the understanding, respect and application of this Code.

Since then, we have made progress in its implementation and integration into our management, considering it as a key tool to reinforce our business model.

Our global commitments are as follows:

- To comply with applicable national and international legislation and regulatory obligations.
- To ensure that our internal rules and the actions of our executives and middle management are based on ethical criteria in line with the principles and values of the Company and this Code.
- To act decisively against any form of discrimination based on gender, race, age, nationality, disability, ideology, religion or creed, among others.
- To ensure the implementation of appropriate mechanisms for the monitoring and control of the Company's principles, values and commitments, at all times ensuring disapproval of irregular conduct.
- To act with rigour and forcefulness when faced with any situations of corruption, fraud or bribery.
- To use artificial intelligence systems responsibly, transparently, securely and reliably.
- To make available to our stakeholders the appropriate channels to handle any complaint or report, always guaranteeing their confidentiality and privacy.
- To identify and regularly assess risks affecting not only our business but also our stakeholders, managing them with due diligence.
- To protect the personal information of our stakeholders, guaranteeing its accuracy, availability, security and confidentiality.
- To report any possible breach of the law, our corporate policies or this Code.

Meliá Hotels International's commitments to its employees are set out in the following mission:

'We offer the best opportunities for professional development, from the stability of a family business and the strength of a great international leader, which knows how to fairly recognise commitment, talent and achievement.'

To achieve this, we are committed to:

- Foster the best opportunities for professional development, based on equality, diversity and equity, in a safe work environment.
- Protect our employees in the performance of their work and ensure a suitable work environment that guarantees all the necessary safety and hygiene measures, avoiding putting their health and physical integrity at risk.
- Promote continuous training and professional development.
- Ensure equal opportunities and non-discrimination on grounds of race, sexual orientation, in particular, in relation to the LGBTI community, marital status, family responsibilities, age, religion or creed, gender, disability or hierarchy, among others.
- Not tolerate any form of threat, harassment, abuse of power or coercion in the Company's work environment, especially in relation to the LGBTI community.
- Protect the personal information of our employees and respect their privacy, strictly complying with data protection legislation.
- Ensure and respect human rights, avoiding any action related to labour or sexual exploitation or harassment, slavery, forced or child labour of any kind.
- Ensure that the selection, internal promotion, training and remuneration processes are based on criteria of equity, competence, worth and professional merit, ensuring that all our employees are protected by the applicable labour legislation.
- Promote work-life balance for our employees while guaranteeing proper coverage of the Company's operations.
- Report possible breaches of the law, our policies or this code.
- Promote responsible environmental management to avoid environmental degradation and excessive use of natural resources.

4. Operating Principles for Meliá Hotels International Employees

This Code serves as a framework that guides the behaviour of all our employees, and arises from the internal rules and regulations applicable to the Company. Likewise, it is a guide and protection framework for all of us.

To ensure that Meliá's principles, values and commitments are present in our day-to-day operations, it is essential that the Company's employees embrace the content of this Code and put it into practice with integrity and coherence.

4.1 Employee Commitments

As employees of Meliá Hotels International, in our daily work, we represent the Company to third parties, and we have a duty to act with integrity. Our daily behaviour, with any stakeholder and especially with other fellow employees, has a direct impact on the good name of the Company and its employees.

Our commitments as Meliá's employees are:

- To defend and protect the Company's reputation, being aware of our responsibility as employees and ambassadors of the brand and its values.
- To observe the duty of professional loyalty in our daily behaviour, paying special attention to the proper and confidential use of internal information.
- To take advantage of the development and training opportunities that the Company makes available to us.
- To ensure the proper, diligent and careful use of the Company's property and assets, whether physical, financial, technological or related to intellectual capital, avoiding their damage, loss or inappropriate or unauthorised use.
- To make responsible and diligent use of all information related to the company, avoiding its use to favour personal, direct, indirect or third-party interests, in particular, if it is sensitive, strategic or confidential information.
- To act with respect towards other employees, avoiding any kind of abuse of power in relationships, treatment or language.

- To avoid preferential treatment based on family or personal relationships.
- Not to tolerate or encourage discrimination on the grounds of race, sexual orientation, marital status, family responsibilities, age, religion or creed, gender, disability, hierarchy or other.
- To refuse to engage in any parallel professional activity that might interfere with the performance of our duties to the Company.
- To refrain from participating in decision-making if there is a personal conflict of interest that could affect our impartiality.
- Not to come to work under the influence of narcotics, toxic substances and/or alcohol.
- To refuse gifts and hospitalities from third parties if they exceed the reasonable value of mere courtesy.
- To ensure the accuracy of the information we provide to the Company during the contractual relationship.

4.2 Commitment of Senior Management

All of us who are part of Meliá Hotels International must be responsible and behave honestly. As regards senior and middle management, they must be a model of the principles and values established by the Company, an example of leadership and good practice in conflicts and complex situations.

For senior and middle management of Meliá Hotels International, acting in accordance of these criteria implies:

- Defending and protecting the reputation and good name of the Company.
- Being a personal and professional reference for their team and employees, promoting, with their daily conduct, a culture of ethical management based on integrity and the fulfilment of responsibilities towards Meliá and its team.
- Being an example of the principles and values adopted by the Company, of the commitments assumed in this Code of Ethics, as well as those implicitly derived from it.
- Ensuring that all employees have completed training on the Code of Ethics and have understood and assumed its content.

- Providing support for employees, in the scope of this Code and in the resolution of doubts or concerns that may arise, relying on other members of the management team or the Code of Ethics Office.
- Helping identify ethical solutions to any dilemmas that employees may have.
- Not giving instructions contrary to the law, to the contents of this Code or to the rest of the internal regulations in force.

4.3 Commitment to Customers

‘We offer our guests personalised accommodation experiences, with the aim of meeting their expectations, under standards of excellence and quality of service.’

Our commitments to our customers are aimed at:

- Acting responsibly in the provision of the service, seeking the highest quality, excellence and always ensuring customer safety.
- Protecting the customer information and data provided to the Company.
- Respecting the diversity of race, sexual orientation, marital status, religion or creed, gender, disability, age, nationality or any other factor, being respectful in our treatment and offering services that meet their needs and avoid discrimination.
- Communicating and marketing our products and services honestly and ethically, avoiding deceptive advertising.
- Providing our customers with transparent and accessible channels that allow them to appropriately access information and to forward their claims, complaints or suggestions to the appropriate person, always offering an appropriate response in due time and form.
- Refusing to sign agreements or collaborate with illegal or unrecognised organisations or those that are manifestly contrary to the corporate values or public commitments assumed by the Company and that could compromise our good name or reputation. In any situation of uncertainty or doubt, we must first evaluate or consider the social context of each destination.

4.4 Commitments to Shareholders and Investors

‘To manage the Company with criteria of transparency, rigour and good governance, ensuring profitability and value creation in the medium and long term.’

Meliá Hotels International is committed to:

- Manage the Company based on best practices and standards of good corporate governance.
- Be proactive in the identification, prevention and mitigation of financial and sustainability risks.
- Ensure maximum reliability and accuracy of our accounting, financial and sustainability records.
- Clearly and accurately reflect the information in our financial statements, books, records and accounts, ensuring that they reflect a true and fair view of the Company.
- Make available to our shareholders and investors transparent, accurate, timely and understandable financial and sustainability information that provides a complete view of the Company.
- Ensure, through diligent decision making, the creation of value for our shareholders.
- Ensure compliance with and implementation of mechanisms that allow active and effective participation and the right to vote of our shareholders at General Meetings, encouraging their participation and attendance, and responding to their queries and requests for information.
- Comply with our obligations in terms of transparency and, in general, with those requirements derived from the Company’s listing on the stock market, promoting the implementation of the recommendations on transparency and disclosure of relevant information.
- Collaborate with and report to supervisory and inspection bodies as regards corporate governance and the securities market.
- Collaborate with analysts and proxy advisors in a truthful, professional and legal manner regarding the requests received, while maintaining a proactive attitude in order to ensure that voting recommendations in favour of the proposals and decisions of the Company’s governing bodies are obtained.

4.5 Commitments to Owners and Partners

'We provide a comprehensive service management model to make your investment profitable and protect the value of your assets, managing with professionalism, seriousness and the trust of a major brand of international renown, under a governance model recognised for its strength and business ethics.'

Our commitments to our owners and partners are:

- To consolidate relationships based on proximity, trust, transparency and mutual respect.
- To share a business vision that includes Meliá's ethical principles and values, in order to move towards a responsible hospitality model and the generation of shared value.
- To promote transparency in management, as well as in financial and sustainability information.
- To ensure compliance with applicable regulations and standards in operational management.
- To identify opportunities for the creation of value and mutual benefit, with the aim of generating prosperity in those destinations where we operate.
- To promote innovation as a lever for growth and differentiation, with the involvement of our owners and partners.
- Not to tolerate, protect or participate in bad business practices or business policies that are contrary to our commitments, values and principles.

4.6 Commitments to Suppliers

We aim to make progress in the integration of responsibility and sustainability criteria in our value chain and to ensure a strong, ethical and transparent governance model.

*‘We bring our professionalism and dimension
to build long-lasting relationships based on trust,
respect and mutual benefit.’*

Meliá Hotels International is committed to:

- Base relationships on a model of trust, respect and mutual benefit, building long-term relationships.
- Prioritise the selection of suppliers in an equitable manner, under objective business criteria, avoiding any preferential treatment that distorts free competition.
- Consider responsible management criteria based on respect for human and labour rights and environmental protection.
- Identify opportunities to promote joint projects that generate a positive social impact in the destinations where we operate.
- Not accept, request or offer any consideration, whether financial or in kind, such as gifts or invitations that, due to their value, may exceed the symbolic or mere courtesy (an indicative limit of 100 dollars/euros is established) on the occasion of or related to the formalisation of contracts, or with the aim of obtaining or maintaining business or other advantages.
- Comply with commercial commitments timely and in due form and content.
- Enable mechanisms to promote the integration of responsible and ethical management criteria in the supply chain.

4.7 Commitments to the Tourism Sector and Competitors

'We contribute to responsible and sustainable tourism as a pillar of progress and well-being of society, actively promoting public and private collaboration and especially maintaining a relationship of respect and transparency with our competitors.'

Meliá Hotels International is committed to:

- Act in a responsible and ethical manner, being aware of the impact and consequences that our behaviour generates in the sector.
- Contribute to the improvement of the sector's reputation through our behaviour.
- Actively participate in relevant forums, associations, organisations and institutions, at local, national and international levels, to reinforce the Company's positioning and share know-how and best practices.
- Maintain a dialogue that encourages active listening and cooperation with companies in the sector, whether or not they are competitors.
- Respect free competition and comply with applicable national and international regulations, avoiding any behaviour that could be considered an abuse or restriction.
- Act in good faith, ethically and honestly, fostering cordial and mutually beneficial relationships within the sector, including with our competitors.
- Refrain from attracting customers or collecting information about customers and competitors through unethical methods.
- Reject information about competitors obtained improperly or in breach of the confidentiality of its rightful owners.
- Not discredit the reputation of our competitors or third parties with whom we do business.

4.8 Commitments to Society

Meliá Hotels International aims to play a key role in the destinations in which we operate and to contribute, from its position as a leading company in the sector, to create value shared with society.

‘We create prosperity and economic and social development in the communities where we do business, respecting their heritage and promoting their culture, traditions and values.’

Our commitments to society as a whole are as follows:

- To promote a responsible management model throughout our value chain.
- To contribute to the creation of social and economic value in the places where we do business.
- To ensure that our actions ensure the protection of those groups at risk of vulnerability or exclusion, the defence of children and their rights, the fight against child sexual exploitation, human trafficking and human smuggling.
- To maintain close relationship with society, actively listening and promoting platforms for collaboration and networking.
- To contribute to the development of the communities in which we do business, collaborating, supporting and sharing know-how with social entities aligned with our values and social commitment.
- To support, promote and respect local culture and traditions, transmitting them to our stakeholders.
- To promote employability and labour market integration of groups that, due to their characteristics, have special difficulty in accessing the labour market, in conditions of equality, always seeking social improvement.
- To explore effective solutions and cooperation with society, hand in hand with partners that share our principles and values.

4.9 Commitments to the Environment

Given the importance of the environment in the destinations where we operate, and as a tourism company committed to protect and preserve the environment and combat climate change, Meliá Hotels International is working to reduce its carbon footprint and contribute to global environmental challenges.

‘We want to contribute to the preservation of the environment and landscape, minimising the impact of our activities and promoting sustainability awareness among all our stakeholders.’

Our environmental commitments are as follows:

- To make the fight against climate change and respect for present and future natural resources an objective integrated in our management model.
- To comply with the environmental and climate change regulations applicable in the countries in which we operate, as well as with the additional public commitments we have voluntarily assumed in this area.
- Actively to combat climate change through the promotion of systems, policies, initiatives, new technologies and investments that allow us to reduce greenhouse gas emissions and minimise the environmental impact resulting from our hotel operations, protecting the destinations, the surroundings and the environment.
- To integrate the environmental dimension in our strategy and in the decision-making and business management processes in order to minimise environmental impact.
- To identify, assess and manage the risks associated with climate change, promoting appropriate monitoring, adaptation and mitigation measures, in accordance with the best practices identified in this area.
- To promote innovation and continuous improvement in this area, directly or through partnerships with third parties.
- To integrate efficiency criteria and responsible consumption and waste management into hotel operations.

- To contribute to preserving biodiversity and ecosystems, avoiding damage to the landscape, protecting the natural heritage and promoting a sustainable design and construction model that respects the environment.
- To foster innovation and the integration of technology as levers for generating new opportunities and creating sustainable value in the environmental field.
- To promote environmental awareness among our stakeholders, fostering a culture of respect, in line with our corporate values and the public commitments acquired in the fight against climate change.
- To contribute to raising awareness and sharing best practices, by making available to our stakeholders appropriate communication channels to gather information on progress in this area and promoting responsible environmental behaviour.

4.10 Commitments to Public Authorities

‘We respect the laws and regulations of the countries where we do business, maintaining an ethical and respectful relationship with all public administrations, in line with anti-corruption and anti-bribery regulations, based on transparency and maximum collaboration.’

The commitments that Meliá Hotels International assumes with public entities are:

- To cooperate in the general public interest and in the interest of the tourism sector in particular.
- To be transparent and honest in our dealings with public authorities in order to defend our legitimate interests and our good reputation.
- Not to offer, grant, request or accept, directly or indirectly, gifts or presents, favours or compensation, whatever their nature, to authorities or public officials, and to maintain an active anti-corruption, anti-bribery, anti-crime and anti-money laundering stance.
- Not to make payments or gifts with the aim of speeding up administrative procedures.
- Not to influence authorities or public officials by taking advantage of a personal relationship with them or other authorities or public officials in order to obtain a resolution that may generate an economic benefit.

- To avoid any kind of political positioning on behalf of the company in any of its forms.
- To ensure that public matters affecting or involving the Company are directed to the duly authorised person and hierarchical level, to ensure management based on expertise, knowledge and due diligence.
- To prohibit contributions by the Company to political parties and their foundations, whatever their nature (cash or in kind).

4.11 Commitments to the Media

At Meliá Hotels International we are aware that our leadership in the tourism industry is of special public importance and for this reason:

‘We offer all the information that may be relevant to our stakeholders in a transparent, accurate and timely fashion.’

The Media is a key factor in disseminating and sharing information, and for this reason, we assume the following commitments:

- To provide diligent, transparent and truthful answers to requests for information as quickly as possible.
- To exercise due care in sharing information in order to protect our image, reputation, good name, strategy and tangible and intangible assets.
- To refrain from or avoid making personal statements that could be construed as being made on behalf of the Company.
- To avoid making statements on matters that are unknown or outside the scope of the different areas of responsibility, and in such cases direct the information request to the appropriate persons who, in any case, will provide an appropriate and diligent response.
- To enable known, sufficient and accessible channels that allow the media to maintain a smooth relationship based on proximity and transparency.
- Not to advertise or communicate features or specifications that the products and services marketed or offered by Meliá cannot meet.
- To seek maximum neutrality and impartiality in the information provided to the media.

5 Implementation

5.1 Use of the Code

The guidelines for behaviour that should guide our stakeholder relationships, as ambassadors of our Company and in the exercise of our responsibilities, are set out below. Meliá Hotels International has implemented, together with this Code of Ethics, the mechanisms for its dissemination, understanding and awareness.

This document contains a series of guidelines that should guide our behaviour and our decisions in complex or tricky situations, as it is impossible to include all the possible situations we may face as employees. In situations not directly covered hereby, there are other internal documents and regulations that we should be aware of and consult, in addition to the Code of Ethics Office, created with the aim of being able to send any type of query or request. Both the Code itself and the other policies and regulations are protected by a series of updating, control and internal audit mechanisms that guarantee their compliance and credibility.

5.2 Scope and Context

Meliá Hotels International operates in countries with very diverse legislative requirements. This Code is intended to be an instrument that brings together principles and values that we aspire to be shared by all Group employees in all countries where we do business. In this regard, in some places, the laws may establish a higher level of compliance than that contained in this Code and, therefore, in no way replaces the applicable legislation, but complements it.

We must also observe local customs and practices, as well as the social and cultural context of each country. Respect for different cultural and social identities can and should be compatible with the spirit and letter of this Code.

In case of doubt about a specific case, or identification of a possible discrepancy between the existing law or local customs of the country and this Code, we should consult with the hotel manager, the head of the department concerned or the Code of Ethics Office following the steps detailed in this section.

All employees must receive the mandatory training to be aware of and understand this Code of Ethics, as well as its operating mechanisms. Making the most of the training available, as well as the Company's internal rules and regulations, will help us to understand our role and to manage our relationships with the different stakeholders.

It is important to note that any employee may be required to take part in investigation and audit processes, in which case a cooperative and diligent attitude will be required. In addition, malicious and abusive use of the Code of Ethics and the mechanisms supporting it may have consequences and result in sanctions.

5.3 Code of Ethics Office

To guide us on how this Code should be construed and applied, the Code of Ethics Office is available both externally and internally. We can access it through the e-mail address codigo.etico@melia.com or through the appropriate section at Melia Home to raise our doubts or comments about the content of the Code, its interpretation or implementation.

5.4 Complaints Channel

If you become aware of any conduct (active or passive) contrary to the contents of the Code of Ethics, or any other internal regulations, you should file the corresponding complaint through the Complaints Channel, which can be accessed as follows:

1. Through Melia's institutional website (www.meliahotelsinternational.com) in the 'Complaints Channel' section at the footer of the home page, or in the 'Shareholders and Investors/Complaints Channel' section.
2. Through the following link with direct access to the Complaints Channel:
<https://melia.xperta.es/incidencias/crear>
3. By ordinary mail to the following address:

Meliá Hotels International

To the attention of: Ethics Committee

Polígono Son Castelló.

Gremi Boters, nº 24

07009 Palma, Balears (España)

If you are a Meliá employee, you can also access the Employee Portal (*Meliá Home*) in the 'Code of Ethics' section.

Likewise, at the request of the interested party, a complaint may also be submitted through a face-to-face meeting within a maximum period of seven days from the request or communication sent for this purpose.

The complaints or claims submitted will be processed by the Ethics Committee, an independent body which main function is to manage the complaints or claims submitted through the Complaints Channel.

5.5 Guarantee of Confidentiality

One of the commitments established in the Complaints Channel Policy of Meliá Hotels International is to guarantee the confidentiality of the identity of the informant or complainant and of any third party that may be mentioned in the communication, as well as of the actions carried out in the management and processing of the corresponding complaint.

In this regard, both the Code of Ethics Office and the Ethics Committee guarantee at all times the confidential processing of the data and information provided.

Furthermore, the Company undertakes to establish guarantees for the protection of informants or complainants, expressly prohibiting retaliation against those who access or use these mechanisms in good faith, and allowing the filing of anonymous complaints.

Main International Behavioural Standards or Models

Meliá Hotels International, in the preparation of this Code of Ethics, has integrated and considered the main national and international frameworks associated with responsible business behaviour.

The Corporate Sustainability Due Diligence Directive (CSDDD)

It aims to ensure that companies contribute to sustainable development and the transition to sustainable economies and societies through responsible and sustainable corporate practices throughout global supply chains.

Global Compact Principles (2000)

Initiative promoted by the United Nations (UN) to promote responsible corporate behaviour, based on 10 principles grouped into four areas: human rights, labour relations, environment and anti-corruption.

Meliá Hotels International has been a signatory since 2008 and a partner since 2018.

ECPAT Code (Eradicating Child Prostitution, Abuse and Trafficking) (1998)

Global network working against child sexual exploitation, child prostitution and child trafficking. Meliá Hotels International adhered to this Code in 2006.

Global Sustainable Tourism Council (2010)

United Nations (UN) initiative that promotes best practices in sustainable tourism.

Convention on the Rights of the Child (1990)

Human rights treaty that recognises children as individuals entitled to full development and participation in society.

Paris Agreement on Climate Change (2015)

Resulting from the United Nations Climate Change Conference, the agreement promotes global action to combat climate change. Meliá Hotels International joined in 2015.

International Labour Organisation Guidelines

It establishes basic principles and rights in order to guarantee decent work for all citizens. Its main objectives are, among others, to promote labour rights, encourage decent employment opportunities, improve social protection, and strengthen dialogue on labour-related issues.

General Principles and Guidelines for Fair Recruitment (Dhaka Principles)

Non-binding standards that seek to promote fair and equitable recruitment, serving as a guide to improve working conditions and transparency in recruitment processes. These principles were released in 2011.

Convention on the Rights of Persons with Disabilities (2008)

United Nations international human rights instrument aimed at protecting the rights and dignity of persons with disabilities and their equal treatment.

International Convention on the Elimination of All Forms of Racial Discrimination (1969)

It is aimed at eradicating any exclusion, restriction or preference based on race, colour, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on a basis of equality, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life.

Convention on the Elimination of All Forms of Discrimination against Women (1981)

It promotes gender equality and the elimination of all forms of discrimination against women.



MELIÃ HOTELS
INTERNATIONAL

Leisure at heart, business in mind