



Grande Albergo
EXCELSIOR VITTORIA s.p.a.
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LABOUR AND HUMAN RIGHTS POLICY – 2025 EDITION

Commitment to Human Rights and Diversity

For the Grand Hotel Excelsior Vittoria, respect for human rights is a fundamental value and an integral part of our corporate culture. Hospitality is made of people: they are the heart of every activity and the core of our mission.

- For this reason, we are committed to: respecting and promoting human rights in accordance with international standards;
- preventing any potential violation;
- raising awareness on the importance of these principles through training, procedures, and corporate documents such as the Code of Ethics, Rules of Conduct, Supplier Code of Ethics, and Sustainable Management System.

These tools allow us to ensure that all our activities are carried out in full compliance with human rights.

Reference Framework

Our Policy incorporates the main international conventions, including:

- the International Bill of Human Rights, including the United Nations (UN) Universal Declaration of Human Rights;
- the fundamental Conventions of the International Labour Organization (ILO).

Objectives and Monitoring

We are aware that issues related to human rights can be complex and not always easy to identify. For this reason, our objectives are to:

- identify priority areas;
- disseminate knowledge of fundamental principles through continuous training for employees, suppliers, and external partners;
- pay particular attention to health and safety, business ethics, inclusion, diversity, and sustainability.

Supervision of this Policy is entrusted to the Human Resources Manager/operational management, who defines daily procedures and monitors their application, especially in higher-risk contexts.

We have also activated confidential reporting channels to ensure maximum transparency and to promptly adopt corrective measures.



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Core Principles

The Grand Hotel Excelsior Vittoria focuses its commitment on five priority areas, reviewed periodically based on evolving contexts and needs:

1. Forced and Child Labour

We do not resort to any form of child labour or forced labour. We guarantee working conditions fully compliant with applicable laws, free from physical or psychological coercion.

2. Fair and Favourable Working Conditions

We ensure fair wages and benefits, proportionate to role and contract, and promote a healthy work-life balance through flexible measures.

3. Health and Safety at Work

We consider safety a fundamental requirement. We create healthy and secure working environments, fostering a culture of prevention through training courses and regular discussion sessions.

4. Non-Discrimination and Equal Opportunities

We reject all forms of discrimination based on ethnicity, gender, age, disability, sexual orientation, religion, political opinions, nationality, or social conditions. We promote a fair, inclusive, and respectful work environment, free from violence or harassment, and take targeted actions to remove barriers hindering full participation by everyone, including persons with disabilities.

5. Protection of Personal Data

We ensure the protection of privacy and personal information of all individuals involved in our activities, training staff in accordance with current regulations.

Review and Communication

The Human Resources Manager constantly monitors the implementation of the “Labour and Human Rights Policy” and ensures its periodic review, guaranteeing its adequacy with respect to internal and external changes. Each update is communicated through training sessions, meetings, and institutional channels, both internal and external.

Version approved by Management on August 18, 2025

Cav. Lav. Guido Fiorentino
President & CEO