

STATEMENT OF COMPLIANCE FOR THE BIOSPHERE DESTINATIONS COMMUNITY



BIOSPHERE
committed entity

Mr Isidre Also, acting on behalf of the development agency Node Garraf, with registered address in Vilanova i la Geltrú (Garraf), hereby declares the entity's commitment to:

- Complying with the current legal regulations for the industry to which the agency belongs.
- Fostering the recruitment of employees with disabilities as according to the law or through external companies and organisations that provide support to vulnerable groups. In the event of companies with more than fifty employees, the agency adheres to the Law on the Occupational Integration of Disabled People.
- Working with, whenever possible, local suppliers and collaborators.
- Recruiting or promoting staff without taking their gender or race into account.
- Guaranteeing that staff wages are high enough to enjoy a dignified quality of life.
- Applying measures to ensure the work-life balance of employees.
- Complying with local planning or zoning criteria and with requirements applicable to protected or culturally valuable areas.
- Ongoing improvement in all areas of sociocultural, economic and environmental sustainability.
- Guaranteeing that all fire safety equipment, air conditioning systems and refrigeration equipment at the property use an aerosol optical thickness and optical refrigeration that do not harm the ozone layer, as per the applicable legislation or, failing that, international guidelines.
- Ensuring minimal levels of noise at the property through the control of all equipment (compressors, engine generators, etc.) and the implementation of best practices with the aim of minimising noise pollution.
- Ongoing improvement in all areas of sociocultural, economic and environmental sustainability.
- Guaranteeing constant knowledge among all employees of applicable legal and regulatory requirements on sustainability, security and quality assurance.

Signature of the company representative	
Stamp	
Isidre Also CEO	

