

SUSTAINABILITY PROGRESS REPORT

2024

This report complements the 2024 Environmental Statement, which reflects our environmental performance as well as our contribution to the local community.

In terms of **Labour** and **Human Rights**, we have achieved very positive progress in the following areas:

- **Female workforce:** Of all our employees, 61.71% were women in 2023, with this figure remaining practically unchanged in 2024 (61.29%). For 2025, we expect to increase this percentage to at least 62%.
- **Employees with disabilities:** Although our objective was to increase the hiring of employees with disabilities, the percentage of such employees within the workforce has remained virtually unchanged (2.12% in 2023 compared to 2.09% in 2024). We expect to increase this figure by at least half a percentage point in 2025.
- **Permanent vs. temporary contracts:** In 2024, 86.29% of our contracts were permanent, compared to 88.94% in 2023. As we already make the maximum possible use of permanent contracts, and in most cases the temporary nature of contracts is due to factors beyond the hotel's control (such as sick leave and holiday replacements), we consider it difficult to exceed this percentage. Nevertheless, we have set ourselves the objective of increasing it by at least one percentage point in 2025.
- **Local workforce:** The proportion of local employees has increased by almost two percentage points compared to 2023, currently standing at 78.25% of our total workforce. This percentage is expected to continue to rise in the coming years.

For 2025, we have set the objective of carrying out at least three initiatives aimed at **disadvantaged groups**, and a further three initiatives aimed at the wider **community**, including:

- Donation to the Sabina Project (Day Care Centre for the Elderly) for the Mental Health Association ATELSAM
- Collaboration with the AMATE charity fashion show (Tenerife Breast Cancer Association)
- Collaboration with the Red Cross in the Gold Raffle campaign
- Collaboration with the Red Cross through service support for volunteers
- Sponsorship of one of the candidates for Queen of the Los Cristianos Carnival 2025
- Collaboration with the Los Cristianos Day Carnival
- Collaboration with CEST on World Tourism Day
- Organisation of a Christmas lunch for the Los Cristianos Seniors Association (PROTECRI)