



Human Rights Statement

Blue Lagoon Village acknowledges and respects the principles contained in the Universal Declaration of Human Rights. Human rights are fundamental principles and standards that aim to secure dignity, freedom and equality for all people. As a company we are committed to responsible workplace practices, and endeavors to conduct its business operations in a manner that is free from complicity in human rights abuses. Blue Lagoon Village core values and culture embody a commitment to ethical business practices and corporate social responsibility.

Ethical Business Conduct

Blue Lagoon Village is committed to maintaining a high standard of business ethics, integrity and honesty in full compliance with all applicable laws. We comply with the labor law to ensure a healthy and safe working environment and follow the provisions regarding the Employees Physician and Safety technician thereby minimizing the likelihood of accidents at work and exposure to health hazardous factors.

Workplace Policies

As a company we:

- Provide a safe and healthy working environment.
- We do not support forced and compulsory labor or the exploitation of children
- We support the freedom of association and the right to choose a collective bargaining representative, if desired.

Protection of the Rights of Children

Blue Lagoon Village supports every child's right to a safe and secure childhood and is committed to the principle that all people have the right to grow up and develop without fear of exploitation or harm. As a company we do not recruit child labor and we support the elimination of exploitive child labor.

Protection of the Rights of Employees

Blue lagoon Village recruits employees without regard to race, gender, age, disability, marital status, pregnancy, sexual orientation, nationality, caste, political affiliation, veteran status, religious beliefs, union organization, minority group or any other characteristic protected by law. Furthermore we support the elimination of all forms of forced, bonded or compulsory labor and the freedom of association.

Blue Lagoon village is dedicated to create a workplace that value and respects people from diverse backgrounds and enables its employees to do their best work. The management team embraces the unique combination of talents, experiences and perspectives of each employee, making its success possible.



Evidence of respecting human rights

Blue lagoon Village evidence of respecting human rights.

As a hotel:

- We have written contracts with our employees with clear information about their salaries, the sort of work they will do (Job Description), their working days and working hours, all according to the Greek legislation.
- We ensure that all our employees are paid above the national minimum wage irrespective their age, sexuality, gender ethnicity religion culture or disability.
- We recruit employees from our local community.
- We cover all our employees with health insurance during the time that they work with us. We offer to our employee's medical support 24/7 in co-operation with a Private Clinic and private doctors - Medhome Hippocrates.
- We inform all our employees about our Grievance and Disciplinary procedures. To motivate the hotel's management team and the Human Resources department to work together in establishing a relationship of dialogue and cooperation with the staff of each department, under the target to find mutual beneficial solutions in case of problems or disagreements without jeopardizing the company's own existence.
- We do not make any discrimination between male and female employees.
- We have a multi cultural working environment. As a company we employ people from Greece, Albania, Romania, Bulgaria, Poland, Netherlands, Germany, England, Pakistan, Bangladesh and Skopje.
- We respect any kind of religion and we allow our staff to celebrate their Holy days such as Easter for the Orthodox & Catholics, The Ramadan for Muslims etc.
- We offer accommodation and food to our employees during the time that they work with us.

Healthy and Safe working environment

We make sure that our employees are well informed about the rules of Health and Safety in each department. We provide all the necessary equipment, training, guidance, tools and training to minimize or avoid any risk for our employee's health or life.

- Maintenance: We offer Personal Protective Equipment (PPE), clothes, Chemical Spill Training, Fire and Earthquake training.
- Lifeguards: We offer them suitable clothing for sun protection, First Aid Training.

- Security: Fire training, First Aid training, Security Training, clothes and security equipment.
- Kitchen: Training for Health and Safety issued by HACCP, Uniform, Anti slippery Shoes.
- Gardeners: Personal Protective Equipment (PPE), clothes and Chemical Spill Training.
- Reception & Guest Relations dept.: We offer them an air conditioned environment, First Aid training.
- Bars: Training for Health and Safety issued by HACCP, Uniform.

Child Protections – We train our management team and employees for the children abuse, the training Includes: Physical and Verbal Abuse, Sexual Abuse, Abandonment and General well being (Enclosed: Blue Lagoon Children Policy).

We do not employ children. In case of employment of minors 15 to 18 years, we do it in full compliance with the provisions of the labor law.

Accidents at work: We have trained employees that are aware to offer First Aid treatment to our guest and our staff in a 24/7 basis in case of an incident or work Accidents.

As it can be approved from the lifeguard and Human Resource reports from 2013 to 2023 we have reduced the accidents at work in the hotel up to 70%.