

Corporate Compliance Policy

Compliance Management System



COMPLIANCE POLICY

This policy summarises the commitments of RIU Hotels & Resorts with regard to Compliance.

Our company endorses the obligations arising from the Spanish Law. This policy applies to all employees, managers and administrators of the areas of RIU Hotels & Resorts affected by the scope of our compliance management system and has been communicated to all of them.

RIU Hotels & Resorts makes a copy of this policy available to its clients, suppliers and business partners, both nationally and internationally.

Our commitments include:

- To demand and promote compliance with the applicable law in terms of Compliance to RIU Hotels & Resorts, as well as to prohibit the commission of criminal acts.
- Identify the activities within our organisation that may be susceptible to control and prevention of offences that may be committed as defined in the applicable law.
- Minimise as far as possible the exposure of our organisation to risks related to Compliance.
- Maintain the consistency of this policy with the aims of the organisation.
- Extend our commitment to information security to customers and stakeholders. Develop and effectively implement a rigorous compliance model.
- Promote respect for and compliance with our ethical standards, as set out in the RIU HOTELS & RESORTS Ethical Code.
- Establish a commitment to comply with the requirements of this Compliance policy and its management system.
- To provide the appropriate framework to define, review and achieve the Compliance objectives.
- Pursue a “zero tolerance” policy for conduct that contravenes our code of ethics and the crime prevention and control protocols set out in our compliance system. To this end, a disciplinary system and the corresponding sanctioning regime have been developed.

- Disseminate a culture of compliance from senior management throughout the organisation.
- Promote training and awareness of our compliance model among RIU HOTELS & RESORTS staff.
- Impose the obligation to report suspicious conduct or facts relating to Compliance risks, guaranteeing that the person who reports it will not suffer reprisals.
- Promote the communication of the contents of the previous point and those related to the Compliance management system through the established ethics or whistleblowing channel.
- Allocate the human and financial resources necessary to keep our Compliance management system up to date in a dynamic of continuous improvement.
- Guarantee the authority and independence of the Compliance Officer previously appointed, as a key element in the deployment of the compliance system and its communication to senior management.

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