

CSR & ORGANIZATIONAL CULTURE POLICY

Amsterdam Manor Beach Resort Aruba

At Amsterdam Manor Beach Resort, we recognize our vital role in preserving Aruba's natural beauty for present and future generations. Located near the cherished Eagle Beach and Bubali Plas, we are committed to responsible practices that protect these sensitive ecosystems. This **Environmental, Energy & Social Sustainability Policy**, along with our other company policies, serves as the foundation of our commitment to Organizational Social and Cultural Responsibility.

Our Commitments

We pledge to prioritize the following:

- Employing local talent.
- Providing safe and fair working conditions for our staff.
- Offering training programs to promote environmental awareness among employees.
- Protecting our staff, guests, property, and surrounding ecosystems.
- Ensuring sustainability while enhancing guest and employee satisfaction.
- Partnering with responsible local businesses.
- Contributing to the growth of our local economy.
- Collaborating with and supporting our local community.
- Promoting and preserving local traditions.
- Encouraging respect for cultural and heritage sites.
- Safeguarding and maintaining the health of the Eagle Beach ecosystem.
- Minimizing our impact on biodiversity.
- Continuously researching and adopting improved sustainable technologies.

Protection of Human Rights

Human trafficking and exploitation remain significant global issues, affecting between 20 and 40 million people of all ages, genders, and nationalities. These violations range from basic human rights abuses to modern slavery. Unfortunately, the demand for such practices persists worldwide.

Our resorts stand firmly against all forms of human rights violations. We are dedicated to taking an active role in preventing these injustices by:

- Advocating for the rights of children, women, and all individuals.
- Training our staff to recognize and report any signs of exploitation or human trafficking.
- Raising awareness of these global issues among our guests and stakeholders.
- Reporting any suspicious activities to Aruba's **National Coordinator of Human Trafficking** department.

Sustainable Purchasing

Responsible purchasing goes beyond cost efficiency—it is about making ethical and sustainable choices. Our resorts are committed to sourcing products responsibly and upholding fair trade principles. To ensure ethical procurement, we adhere to the following guidelines:

- Conducting business in a fair and ethical manner, aiming for positive social, economic, and environmental impact rather than prioritizing profits at the expense of marginalized small producers.
- Rejecting products manufactured through child labor or forced labor.
- Prohibiting the purchase or sale of illegal products, including those derived from protected species.
- Striving to purchase the most environmentally friendly products available within budgetary constraints.
- Investing in and maintaining efficient equipment that helps minimize energy, freshwater, and natural resource consumption.

X

General Manager

April 4, 2025