



Amsterdam Manor  
BEACH RESORT ARUBA



MVC EAGLE BEACH  
ARUBA

# CSR & ORGANIZATIONAL CULTURE POLICY

AMSTERDAM MANOR BEACH RESORT ARUBA AND MVC EAGLE BEACH RESORT ARUBA

We clearly recognize the impact they can have on their community, economy, and ecosystem. The companies understand the responsibility that this entails and are willing to strive to operate in the most sustainable manner possible and to maintain a balanced triple bottom line system in the most efficient way. This CSR & organizational culture policy, together with our other company policies, form the foundation of our Organizational Social and Cultural Responsibility.

## WE COMMIT TO GIVE PREFERENCE TO:

- Employ local people.
- Provide proper working conditions to our staff.
- Train our staff to encourage environmental awareness.
- Protect our staff, guests, property, and surrounding ecosystems.
- Be sustainable while keeping our guests and staff content.
- Do business with responsible local companies.
- Contribute to our local economy.
- Collaborate and socially benefit our local community.
- Promote local traditions.
- Encourage respect towards our heritage sites.
- Protect and keep Eagle Beach's ecosystem healthy.
- Reduce any potential impact on our ecosystem's biodiversity.
- Continuously investigate to find better sustainable technologies.

## PROTECTION OF HUMAN RIGHTS

Human trafficking and exploitation are still a huge problem around the world, this affects between 20 and 40 million people of all ages, genders, and nationalities. This problem goes from violation of basic human rights all the way to modern enslavement of humans. Sadly, the demand for these practices is still very high. For this reason, our resorts would like to make clear that we reject all types of human rights violations, that we will do our utmost to obstruct these practices and that we will commit to:

- Promote children, women, and human rights in general.
- Train our staff so they can identify any type of children, women, and human exploitation or trafficking in general.
- Raise awareness of this global problem with our guests and other stakeholders of our company.
- Report any suspicious activity to the "National Coordinator of Human Trafficking" department of Aruba.

## SUSTAINABLE PURCHASING

Sustainable conscious purchasing goes beyond reducing costs, we are committed to purchasing sensibly and responsibly. Furthermore, the resorts will apply the following fair-trade principles to effectively implement this policy:

- The resorts will trade in a fair way to make a positive social, economic, and environmental impact, by doing this, the resorts will not maximize their profits at the expense of marginalized small producers.
- The resorts will not accept products that have been created using child labor and forced labor.
- Illegal products will not be bought or sold on the property, including products made from protected species.
- The resorts will aim to purchase the most environmentally friendly alternative of products available within budgetary limits.
- Purchase and maintain equipment that will work more efficiently and help us minimize the use of energy, freshwater, and natural resources.

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