Hotel Alejandro I

AFFILIATED
BY MELIÃ

Date:
30/09/2026

Code of Conduct

Introduction

This Code of Ethics provides the principal framework guiding Hotel Alejandro I Affiliated by Meliá in conducting its operations and in its relationships with team members, guests, suppliers and the surrounding community.

The Code draws on the principles of the Global Code of Ethics for Tourism of the World Tourism Organization, as well as the philosophy and vision that have characterised the company since it began operating.

Through the ethical principles, values and standards of conduct set out here, we seek to encourage every hotel team member to act appropriately in carrying out their duties, interacting with others both within and outside the organisation, and responding to the situations they may encounter.

Terms and Definitions

HumanTtrafficking

Human trafficking means the recruitment, transportation and/or transfer of people—within the country, into the country or abroad—or their harbouring or receipt for the purpose of exploitation, where deception, fraud, violence, threats, intimidation or coercion, abuse of authority or vulnerability, or the giving or receiving of payments or benefits to obtain the consent of a person exercising control over the victim is involved, even where the victim has expressed consent. Exploitation includes any of the following circumstances:

a) A person is placed or kept in slavery or servitude, or subjected to comparable practices.

b) A person is compelled to perform forced labour or sexual services.

c) Any form of commercial sexual activity is promoted, facilitated, organised or exploited for gain.

Child Labour

Hotel Alejandro I Affiliated by Meliá is firmly and unequivocally committed, in its business practices and conduct, to International Labour Organization (ILO) Conventions Nos. 138 and 182, which prohibit or place strict restrictions on child employment and labour. We reject the recruitment of children and adolescents into our workforce and, through our actions, seek to contribute to the effective abolition of child labour. Such practices are incompatible with the moral and ethical values shared by everyone at Hotel Alejandro I Affiliated by Meliá, particularly its owners.

Misogyny and Gender-Based Violence

Hotel Alejandro I Affiliated by Meliá adheres in its business conduct to the principles and provisions of Argentine Law No. 26,485 on comprehensive protection to prevent, punish and eradicate violence against women in all areas of interpersonal relationships. Under that law, gender-based violence encompasses any conduct, act or omission which, directly or indirectly, in public or private settings and based on an unequal power relationship, affects a woman's life, freedom, dignity, physical, psychological or sexual integrity, economic or property interests, or personal safety. The company trains and empowers its staff to prevent and respond to such situations, recognising its social responsibility to combat a form of violence that harms society.

Discrimination

Hotel Alejandro I Affiliated by Meliá strictly follows the principles and provisions of Argentine Law No. 23,592, as amended. The law provides that anyone who arbitrarily prevents, obstructs, restricts or otherwise impairs the equal exercise of fundamental rights and guarantees recognised by the National Constitution may, at the request of the affected person, be required to reverse or cease the discriminatory act and compensate for the resulting material and non-material harm.

For these purposes, particular consideration is given to discriminatory acts or omissions based on race, religion, nationality, ideology, political or trade-union views, sex, economic status, social standing or physical characteristics.

The company does not permit discriminatory conduct on its premises and requires all staff to act in accordance with the law.

Harassment

At Hotel Alejandro I Affiliated by Meliá, harassment is understood as conduct that causes another person distress or discomfort through intimidation, persistent unwanted attention or other unwelcome behaviour. We are expressly committed to preventing and eliminating such conduct. To this end, we have specific protocols addressing sexual harassment, psychological harassment, cyberharassment and workplace harassment. We also train our team members to recognise, prevent and address these behaviours.

United Nations Global Compact Principles

The United Nations Global Compact serves as a specific reference framework and guide for Hotel Alejandro I Affiliated by Meliá. It is an ethical commitment initiative encouraging organisations worldwide to integrate ten principles relating to human rights, labour, the environment and anti-co-rruption into their strategies and operations.

www.unglobalcompact.org

Our commitment to the Ten Principles entails their progressive integration into the operations and business activities of Hotel Alejandro I Affiliated by Meliá.

Principle One
• LBusinesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence.

Principle Two
• Businesses should make sure they are not complicit in human rights abuses.

Principle Three
• Businesses should uphold freedom of association and the effective recognition of the right to collective bargaining.

Principle Four
• Businesses should support the elimination of all forms of forced and compulsory labour.

Principle Five
• Businesses should support the effective abolition of child labour.

Principle Six
• Businesses should support the elimination of discrimination in respect of employment and occupation.

Principle Seven
• Businesses should support a precautionary approach to environmental challenges.

Principle Oight
• Businesses should undertake initiatives to promote greater environmental responsibility.

Principle Nine
• Businesses should encourage the development and diffusion of environmentally friendly technologies.

Principle Ten
• Businesses should work against corruption in all its forms, including extortion and bribery.

Commitments

Accordingly, Hotel Alejandro I Affiliated by Meliá conducts its business activities within the framework of responsible tourism through the following commitments:

I. Principles guiding our actions.

I a. Promoting understanding and mutual respect among people.

I b. Respecting different races, cultures and religious beliefs, with particular regard for our Indigenous cultures.

I c. Showing understanding and tolerance towards the ethical values and religious, moral and philosophical beliefs of both visiting tourists and team members.

I d. Ensuring that interactions among employees, supervisors, managers, direct reports, guests, suppliers and visitors are governed by universal standards of respect, courtesy and tolerance.

I e. Conducting tourism activities with respect for the traditions and social and cultural practices of the region and country, in accordance with their laws and customs.

I f. Safeguarding the safety, health and property of guests and visitors. To this end, the company provides and shares information, preventive guidance, protection and assistance suited to their needs.

I g. Showing absolute respect for company property and the belongings of team members and guests. Every team member must also use equipment, tools and accessories provided by the company appropriately, whether for personal benefit or in carrying out daily duties.

II. Holistic development of people.

II a. Hotel Alejandro I Affiliated by Meliá is guided by gender equality and guarantees equal opportunities for both genders across its areas of work. The company DOES NOT TOLERATE misogynistic attitudes or acts of gender-based violence. Individuals' sexual preferences are also respected.

II b. The company promotes and upholds human rights, particularly the specific rights of vulnerable groups, including children, older people, people with disabilities and ethnic minorities.

II c. We maintain a ZERO-TOLERANCE approach to human exploitation, particularly sexual exploitation involving children and adolescents, as it runs counter to the fundamental objectives of responsible tourism. The company does not facilitate sex tourism in any way.

II d. Only registered guests may stay in hotel rooms. Where prostitution or sexual abuse is suspected, the relevant procedure is activated immediately and, where appropriate, the competent authorities are subsequently notified.

II e. The company categorically rejects all forms of harassment, whether physical or verbal. Any sexual harassment or intimidation involving team members, suppliers or guests must be reported immediately to the management team.

II f. The company refrains from any involvement in trafficking in drugs, weapons, antiques, protected species, plants, or products and/or substances that are hazardous or prohibited under national regulations. It also refrains from encouraging behaviour that could offend or harm the local population or damage the surrounding environment.

II g. To ensure compliance with these principles, the company has specific action protocols to prevent socially harmful conduct, which all team members are required to follow.

• The reporting person's first name, surname and Argentine national identity document number (DNI)
• Accurate, reliable supporting reasons or evidence
• The identity of the person being reporteda

Team members, suppliers and other stakeholders may report suspected breaches of the Code of Conduct by emailing:

fcastro@alejandro1hotel.com.ar (Francisco Castro, Human Resources)

msafar@alejandro1hotel.com.ar (Michele Safar, Operations Manager)

All information and statements submitted will be treated with strict confidentiality. Reports of potential breaches of the Code of Conduct will be thoroughly investigated to establish the facts.

The rights of everyone involved in a potential breach will be respected at all times. Before any conclusions are reached, affected individuals and/or employees will have the opportunity to provide any reasons and explanations they consider relevant.

Likewise, all decisions must be reasoned, proportionate and appropriate, taking into account the circumstances and context of the events.

We expect our team members and managers to act professionally and uphold the highest standards of integrity promoted by Hotel Alejandro I Affiliated by Meliá.

We acknowledge and agree with the guidelines set out in the Code of Conduct of HOTEL ALEJANDRO I Affiliated by Meliá.