

NH Hotel Group Corporate Responsibility Policy

In NH Hotel Group, we operate our hotel business with the ambition of leading the responsible behavior, creating shared value at an economic, social and environmental level wherever we are present. We strive to offer unique experiences to our clients in the hotels of the Group, to our employees, be active in the communities where we live, or care for the environment, enabling us to transmit the ethical and responsible business principles that guide the way we work.

Our Responsible Commitments

Our Corporate Responsibility Policy reflects our company vision which is “One day, whenever anyone contemplates a trip to a city for an overnight stay or meeting, for business or pleasure, they will always ask themselves: Is there an NH at my destination?” and strategy, as well as within our principles and values. Our responsible commitments are:

- Promote the excellence of our service with the commitment of our employees, integrating the diverse needs and expectations of our clients.
- Care for our employees, promoting their training and professional development, the diversity and equal opportunities or being active in our commitments with the environment and the communities in which we are present.
- Ensure environmental sustainability and effective management of our impacts, for the reduction of resources consumption and emissions, as well as waste generation.
- Be active in the communities where we live, contributing to local development while attending to the needs of each destination where we operate.
- Endorse a responsible value chain with our suppliers integrating the respect to ethical, social and environmental commitments while promoting innovation.
- Engage our stakeholders in dialogue wherever we operate, to build together relations of trust.
- Lead the hotel sector commitment with ethics, human rights protection and the fight against human trafficking.
- Raise awareness, inform, and involve our stakeholders on the ethical, social and environmental commitments, and our commitment to them at the local and global level.

Our Responsibilities and Corporate Governance

The Board of Directors is responsible for approving the NH Hotel Group Corporate Responsibility Policy and for carrying out an annual follow-up of its evolution and compliance.

The Appointments, Remunerations and Corporate Governance Committee is in charge of promoting the implementation and fulfillment of the CR Policy and Plans.

The Management Team of the Company is responsible for the design and execution of the CR Policy and Plans, informing to the Appointments, Remunerations and Corporate Governance Committee of its development.

Our International Alliances

In order to better understand today's challenges in our Society and try to resolve them, we need to share information and work together, along with a commitment to take ethical principles of behavior.

For this reason, NH Hotel Group adheres to the main standards and principals in global and sectorial Corporate Responsibility such as in the Global Compact of the United Nations, which we joined in 2006, the Sustainable Development Objectives (SDO) of the United Nations, The Global Code of Ethics for Tourism of the World Tourism Organization (UNWTO) and the Code of Conduct for the protection of childhood from sex slavery in tourism and travel Industry (ECPAT).

These are the commitments inspiring our daily work in NH Hotel Group, referencing our leadership of responsible behavior in our sector and generating economic, social and environmental value wherever we operate in every one of the almost 400 hotels of the Group.

This policy has been approved by the Board of Directors of NH Hotel Group dated the 25th of February 2016.