

Sustainability policy

In our company, sustainability must be a basic principle and, for this reason, we have established an Integral Sustainability Programme, the Care Programme.

The main purpose of this policy is to define the actions that are implemented in our establishments in order to improve the way we manage in terms of society, good employee treatment and the environment, aimed at guests and customers, employees of the establishment and suppliers.

This policy is global in scope and extends to all current and future workplaces where Mar Senses S.L. may operate. Recognising the impacts that tourism has on the environment, the availability of natural resources and climate change, Mar Senses S.L. will work to ensure that all establishments where it operates comply with the following environmental, social and labour principles:

1. To make efficient use of our facilities and equipment with the participation of staff and guests with the aim of reducing water and energy consumption, CO2 emissions and making reasonable and efficient use of resources to minimise environmental impact..
2. To promote circularity by reducing waste generation and selective waste collection.
3. To comply with all applicable environmental and labour legislation in the different countries in which it operates, as well as all other legal requirements.
4. To conserve the biodiversity of our surroundings by participating in different activities.
5. To optimise the use of chemical products and reduce their impact on the environment.
6. Contribute to the development of our community by engaging local suppliers and distributors.

7. Prioritise the purchase of local products to strengthen the economic and social development of the community, provided that quality standards, price and health and safety criteria are guaranteed.
8. Promote among suppliers the use of renewable energies in their production processes.
9. Appreciate products that generate less packaging waste. The purchase of products in bulk or containing as little packaging as possible shall be chosen in order to reduce the waste generated.
10. Select suppliers whose products or services are aligned with quality, sustainability and efficiency standards, and do not rely solely on price as a decisive selection criterion.
11. To promote our local culture by encouraging excursions and other activities in our community and by promoting our gastronomy with the introduction of km0 food.
12. To actively participate in environmental and social projects that are developed in our community in the form of cooperation or donations.
13. Incorporate environmental and social aspects into the Company's decision-making process, including the assessment of environmental risks that could affect the activity of Mar Senses S.L.
14. Promote our environmental, labour and social achievements and share them with our customers to invite them to collaborate.
15. Raise customer awareness through infographics and best practices in all establishments.
16. Guarantee dignified and fair treatment that is respectful and that does not permit any type of direct or indirect discrimination for employment, or once employed, for reasons of sex, marital status, age within the limits set by this law, racial or ethnic origin, social condition, religion or beliefs, political ideas, sexual orientation, membership or not of a trade union, as well as for reasons of language, both in the selection process and in the performance of their work once the contract has been formalised. Nor may they be discriminated against on the grounds of disability, provided that they are fit to perform the work or job in question.

17. Promote the professional development of employees through objective and transparent processes, encouraging training and capacity building for continuous improvement.
18. To enhance the social benefits of our employees by promoting wellbeing and health protection, with training programmes and defending equal opportunities for all, incorporating our Equality Plan.
19. Recognise the right of association and trade union membership by establishing a relationship of dialogue and cooperation.
20. Training of all staff in sustainability and circularity and making them aware of the importance of preserving the environment.
21. Continuous improvement of our management towards sustainable development and planning of new objectives each year.

Palma, in May 2023



Francisca B. Vidal
Chairman at Mar Senses S. L.