



ENVIRONMENTAL POLICY

AÑORETA GOLF S.A., acquires a commitment to the Environmental Management System, based on the ISO 14001 standard to improve its environmental performance and strengthen its excellence in the “Provision of accommodation and sports practice service (golf)”.

That is why the management of AÑORETA GOLF S.A. defines the pillars of its system:

- ♣ Comply with environmental legislation and regulations associated with our services, as well as other requirements that our company subscribes to related to its environmental aspects.
- ♣ Promote efficient and responsible use of resources, continuously intensifying our management, to protect the environment, preventing pollution with a life cycle analysis approach.
- ♣ Responsibly manage the waste generated, promoting its reuse and recycling.
- ♣ Recognize the importance of protecting the Environment and being committed to managing operations in a sustainable manner, minimizing impacts derived from our activity.
- ♣ Be committed to protecting the natural environment of the Golf Course, and the responsible use of resources, promoting practices that reduce pollution.
- ♣ Establish and regularly review objectives and goals in accordance with the commitments assumed in this declaration, to guarantee continuous improvement in the environmental performance of the Golf Course, carrying out periodic audits.
- ♣ Identify and control risks, in such a way that we establish a preventive approach, always seeking continuous improvement of all processes.
- ♣ Train and raise awareness of the organization's staff, as well as provide the necessary resources for the proper functioning of the Management System.

For the effective application of these principles, the participation and collaboration of everyone (staff and all parts) is required, that's the reason why this Policy is disseminated to all company personnel for their knowledge and understanding.

At Añoreta Golf SA, we are firmly committed to respecting the human and labor rights of all people in our value chain. We reject and condemn any form of labor exploitation, including forced labor, child labor, human trafficking, and any other practice that violates the dignity or fundamental workers rights.

We ensure that all our employees and suppliers operate in compliance with current labor laws, as well as the fundamental principles of the National Workers' Statute. We demand decent working conditions, fair contracts, freedom of association, and adequate wages.



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As part of this commitment:

- We do not tolerate abusive labor practices or unsafe working conditions.
- We reserve the right to audit and review our partners and suppliers regarding labor compliance.
- We foster a respectful, inclusive, and free work environment free from discrimination or coercion. We also seek local hiring to promote the development of the area. This commitment is an integral part of our organizational culture and will be reviewed periodically to ensure its effectiveness

May 10TH 2025
Ángel Acha Fanjul
Owner