

Introduction

NH Hoteles' commitment to responsible and sustainable social and environmental development was reflected in 2006 when it joined the United Nations Global Compact. This United Nations initiative invites companies to adopt a number of fundamental values in terms of human rights, labour standards, environment and anti-corruption. For more information about the Global Compact, visit <http://www.unglobalcompact.org/>.

In its desire to become a responsible company in the tourism sector, NH has created a Corporate Responsibility area, in which the Purchasing department participates actively. We understand that our responsibility goes further beyond our internal operations. Therefore, NH Hoteles believes that it is of the utmost importance to work with suppliers that share that determination and manage their own business under the same ethical principles as those to which NH is committed.

This code of conduct seeks to ensure that suppliers with Whom we work perform their activities while respecting and fostering the ethical principles described here.

NH Hoteles and its suppliers

The suppliers are NH's first step in providing services with the utmost care and detail. They are very important to us since increasing the quality of our services and products depends on satisfaction at the start of the value chain. Therefore, NH Hoteles undertakes to ensure that its bidding, award and purchasing processes are transparent and to extend participation to a sufficient number of companies in order to ensure a variety in the offering.

"Our policy consists of maintaining and implementing the highest possible levels related to commercial ethics, professional courtesy and competency in all our fields" – (Point 5.2.3.4. of the internal document "The Purchasing Corporate Policies of the NH Hoteles group").

Our suppliers' responsibility

Legality, compliance with the regulations, and subcontracting.

All Suppliers must be properly adapted to the competent current legislation in all their operations at all times. In case of subcontracting for the products and services offered to NH Hoteles, they shall be responsible for the subcontracted companies to work under the regulations fostered by this document and within the corresponding legal framework.

Human rights

NH Hoteles' suppliers must respect compliance with the internationally proclaimed human rights and ensure that they do not abuse those rights within their business operations.

Therefore, all Suppliers must treat their employees with dignity and respect. Physical punishment, harassment of any type and abuse of power are not permitted in any case.

Labour standards


All Suppliers must foster and respect the following points:

- Eliminate any kind of child labour.
- Eradicate all types of forced labour.
- Avoid discrimination in any type of workplace.
- Respect the established maximum work hours and minimum salaries.
- Ensure that their employees work within health and safety standards.
- Respect employees' rights to form an association, organisation or to collective bargaining without being penalised as a result.

Environment

All Suppliers must obtain and maintain the environmental permits for their company's operations in case of being required. Likewise, if those operations generate waste, the latter must be monitored, controlled and treated in the way as stated in the corresponding legislation.

The Suppliers must maintain a preventive approach aimed at environmental protection, adopt methods that lead to greater environmental responsibility, and favour the development and dissemination of environmentally friendly technologies.

 *Business ethics practice*

All Suppliers must avoid being involved in any type of corruption, extortion and bribery that may affect the principles of fair trading or lead to public indecency in which NH Hoteles may be affected.

Monitoring and supervision

NH Hoteles will positively value the suppliers that show their commitment to the principles fostered in this code of conduct through their acceptance and compliance. Likewise, NH Hoteles reserves the right to terminate the contractual relation with the suppliers that systematically fail to comply with this code.



Pedro Martínez Campanero
Corporate Officer for Purchasing

Supplier name	
Name and signature of the person responsible	