

Commitment

Napa Mermaid firmly believes that human resource is critical to an employee oriented, productive workplace in which employees are energized and engaged. We are committed in investing and promoting our people for their personal, economic and professional development. Furthermore we commit in maintaining an efficient workplace that improves the morale and productivity of employees and minimizes complaints, disruptions and inefficiencies.

The hotel is against all forms of unlawful and unfair discrimination. All applicants and employees will be treated fairly and will not be discriminated.

Objectives

Through this policy we set the following objectives:

1. Ensure that the hotel implements labor legislation and ILO's Declaration on Fundamental Principles and Rights at Work.
2. Promote and communicate equal opportunities to all employees. Provide equality, training and development opportunities to all employees irrespective of gender, marital status, religious belief, political opinion, race, disability, sexual orientation and age.
3. Provide to employees the necessary knowledge and experience needed for improving their competences.
4. Improve employee performance, efficiency, effectiveness and productivity.
5. Maximize employee retention rates through incentives and opportunities for career advancement.

Measures

To achieve our objectives, we will:

1. Train employees in avoiding discrimination, providing equal opportunities and their labor rights.
2. Train employees to understand their responsibilities in delivering hotel's sustainability procedures and actions.
3. Reduce occupational health and safety hazards.
4. Train and provide hospitality skills to unskilled employees.

The Hotel Manager, 10/07/2021