



## ***Memorandum of Understanding between RIU and the IUF***

RIU Hotels & Resorts and IUF (International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations) have agreed this Memorandum of Understanding.

RIU recognizes the IUF as the internationally representative organization of the unionized workforce at its operations worldwide.

RIU commits to ensuring that workers can freely exercise their internationally recognized rights at all RIU operations worldwide, in particular, their rights to union membership and collective bargaining, without fear of reprisals, repression or any other another form of discrimination. RIU recognizes its obligation to act accordingly to ensure that these rights are respected by its subsidiaries, franchisees or any legal, juridical, business form or brand that provides services to RIU as set out in the OECD Guidelines for Multinational Enterprises and the United Nations Guiding Principles on Business and Human Rights.

In order to regularly monitor the workforce's effective access to the aforementioned rights, RIU and the IUF will hold periodic meetings between the company's senior management and representatives of the IUF, and its affiliates, every six months. RIU agrees to cover the costs incurred by union representatives when participating in these activities. Human and trade union rights issues that arise at RIU's operations will constitute a standing item on the agenda of these meetings, in addition to other matters that will be considered for inclusion on a case-by-case basis.

Between meetings, senior labour relations managers will maintain regular communication with the IUF as often as the parties deem necessary.

4 November 2021

RIU Hotels & Resorts

IUF

Carmen Riu

Sue Longley

CEO

Secretary General