



ANTI-DISCRIMINATION POLICY

Villas Flamingos states that, both within the workplace and employee housing, it is strictly prohibited to: discriminate against, mistreat, attack, harass or segregate in relation to:

- Physical appearance.
- Culture.
- Disability
- Language.
- Sex
- Gender.
- Age.
- Economic, social, health or legal status.
- Pregnancy
- Marital or civil status.
- Religion.
- Opinions
- Sexual Preferences



SUSTAINABILITY POLICY

Villas Flamingos is committed to the conservation of Holbox island, demonstrating its commitment through its sustainability policy and by doing the following:

- Committing to legal compliance with all policies and regulations.
- Recycling waste from all of our various areas by removing it from the island.
- Making efficient use of water and energy across the property.
- Giving preference to local suppliers and collaborators for the benefit of the community.
- Giving preference to environmentally friendly products and suppliers.
- Through our association MANGLE y VIDA A.C. (Still in the process of being formed) we commit to benefitting and improving the community at its weakest points.
- Continuous improvement is part of our daily philosophy.

We invite you to participate in an experience which is responsible to the environment, our community and our island. **Holbox Forever!!!!**





SUSTAINABLE TOURIST CODE OF CONDUCT

Do you want to help preserve Holbox? We invite you to contribute by following this simple advice.

- Respect the local fauna because we are in their home.
- Drive only on the marked roads and **NEVER** on the beach. This compacts the sand and the turtles cannot make their nests.
- Reduce the use of plastic bags to an absolute minimum.
- If you smoke do not throw the butts on the ground - dispose of them in the appropriate place.
- Keep our beaches clean.
- Use water carefully and sparingly. It is a scarce resource in our island. Reuse towels and sheets as many times as possible.
- Use energy correctly, thus contributing to a reduction in our ecological footprint.
- To help you recycle, we invite you to bring your waste to be recycled in the hotel.
- Do not take shells or other creatures from the beach (they form an essential part of the delicate balance of the island).
- Take only your photos and memories from this island and if you can, also take any trash you have produced.

*Take only memories,
leave only footprints.*



SUSTAINABLE PURCHASING POLICY

Villas Flamingos recognizes that the sustainable development of Holbox is fundamental to the conservation of the island's natural attractions. Therefore, within its commitments it accepts its responsibility to contract sustainable products or services, for which the following criteria must be considered at the moment of choosing a provider:

- To give preference to products or suppliers with minimal, returnable, or recyclable packaging.
- To give preference to the use of disposable biodegradable products, and to keep the usage of any single-use packaging to an absolute minimum.
- To search for biodegradable chemical products, requesting studies of the biodegradability of these products.
- To maintain effective internal communication to acquire products that are both energy efficient and water-saving.
- To reinforce the purchasing of local products.
- To respect the off-seasons of local products.
- To only use agro-chemicals or fertilizers that are certified environmentally friendly.
- To only use paints that are free of lead and other persistent volatile organic compounds.



Villas Flamingos
HOTEL | HOLBOX