



RESPECT FOR HUMAN RIGHTS POLICY

This policy applies to all employees, interns, agency staff, and all outsourced service providers and suppliers working on behalf of REGNUM HOTELS.

At REGNUM HOTELS, we recognize respect for human rights as a fundamental principle and are committed to upholding this principle at every stage of our operations. As human rights are universal and inalienable, we pledge to protect the human rights of all our employees, business partners, and stakeholders.

Basic Human Rights

We are committed to the following core principles within the framework of human rights:

- **Right to Life:** We respect every individual's right to life and ensure the protection of this right.
- **Right to Freedom and Security:** We respect personal freedom, security, and integrity, and are committed to safeguarding these rights.
- **Freedom of Thought and Expression:** We support freedom of thought and expression and contribute to its protection.
- **Equality and Non-Discrimination Principle:** We reject discrimination based on race, colour, gender, age, sexual orientation, religion, disability, or any other grounds, and we are firmly committed to the principle of equality.
- **Opposition to Slavery and Human Trafficking:** We do not permit, endorse, or tolerate unethical practices such as slavery or human trafficking.

Labour and Human Rights

At REGNUM HOTELS, we uphold the following commitments to ensure respect for the human rights of all our employees:

- **Occupational Health and Safety:** We prioritize health and safety at work, implementing the necessary measures to protect our employees. We adhere to ISO 45001 standards and have established robust health and safety policies.
- **Employee Development:** We support the personal and professional growth of all our employees by offering training and development programs that provide opportunities to enhance their skills.
- **Job Security and Fair Working Conditions:** We ensure job security and promote fair working conditions. We respect employee rights and comply with labour laws.
- **Recruitment and Equal Opportunity:** We conduct our recruitment processes fairly and transparently, fostering equal opportunities. We promote diversity and ensure that everyone has the chance to apply for positions and advance in their careers.

Human Rights for Suppliers and Business Partners

We actively encourage our business partners, suppliers, and outsourced service providers to adopt and commit to respecting human rights. We collaborate to ensure human rights are upheld across our supply chain. We refuse to engage with suppliers involved in human trafficking or slave labour and are committed to reporting such activities to the relevant authorities.



Responsibility and Reporting

Every REGNUM HOTELS employee, intern, agency worker, outsourced service provider, and supplier is obligated to promptly report any suspected human rights violations, slavery, or human trafficking to senior management or the appropriate authorities. These reports will be handled confidentially and securely. All violations will be thoroughly investigated, and appropriate legal actions will be taken.

Continuous Improvement

We regularly review and enhance our Respect for Human Rights policy and practices. We are committed to continuously strengthening our stance on human rights and reinforcing our efforts against slavery and human trafficking.

This policy reflects REGNUM HOTELS' commitment to respecting human rights and combating slavery and human trafficking. We encourage all our employees and business partners to embrace and implement these commitments.