

# EIH Associated Hotels Limited

## HUMAN RIGHTS POLICY

<b>Version</b>	<b>Revision Date</b>	<b>Approved by</b>	<b>Date of Approval</b>
1 <sup>st</sup> Version			

**Introduction:**

EIH Associated Hotels Limited (hereinafter referred to as “EIH Associated Hotels Limited”, “Company” or “We/Us/Our”) is committed to conducting its business in a transparent and ethical manner while respecting and promoting human rights throughout its value chain. This Policy outlines our commitment to upholding internationally recognized human rights standards and ensuring that our business activities do not infringe upon the rights of our employees, guests, suppliers, or local communities.

This Human Rights Policy is aligned with international regulations such as Universal Declaration of Human Rights, the International Labour Organization (ILO) SA8000 and United Nations Global Compact (UNGC) on aspects such as anti-corruption, environment, human rights, and labor.

**Scope and Applicability:**

The Policy is applicable to all employees, contractors, and suppliers of EIH Associated Hotels Limited and its subsidiaries. We encourage our business partners to adhere to this policy and commit to protecting human rights as defined under this Policy.

**Definitions:**

- **Child Labor:** Any work that is mentally, physically, socially, or morally harmful and interferes with the education of a child under 18 years of age, or the minimum age specified by local law, whichever is minimum.
- **Forced Labor:** Any work or service that is compelled from an individual under threat of penalty and for which the individual has not offered themselves voluntarily.
- **Human Trafficking:** The coercion, deception, or threat-driven recruitment, transportation, and exploitation of individuals for labor or sexual exploitation against their will.
- **Modern Slavery:** Situations of exploitation where individuals cannot refuse or leave due to threats, violence, coercion, deception, or abuse of power.
- **Retaliation:** Any adverse actions taken by an employer or other parties against an employee or worker in response to the individual's exercise of their legal rights or reporting of wrongdoing.

## **Principles of the Policy**

### ***Forced and Child Labour***

We are steadfast in implementing ethical labor practices throughout our operations and have zero tolerance for any form of forced and/ or child labour. We uphold the fundamental right of all workers to freely choose their employment and explicitly reject any form of compulsory, forced, indentured, or bonded labor in our workforce. We maintain a zero-tolerance policy towards disrespectful or inappropriate conduct, unfair treatment, or any form of retaliation. Our commitment includes full compliance with labor regulations, such as the Convention on the Rights of Child, Modern Slavery Act and International Labour Organization Minimum Age Convention.

### ***Eliminating Human Trafficking and Modern Slavery:***

Given the nature of our business, we recognize the serious issue of human trafficking. Our company maintains a zero-tolerance policy towards human trafficking and is dedicated to collaborating with our hotel operators to implement measures that prevent in engaging in activities of human trafficking. We are committed to raising awareness about this exploitation and cooperate fully with law enforcement authorities in the jurisdictions where we are located to address any instances of trafficking or exploitation that come to our attention.

### ***Discrimination and Harassment:***

We are devoted to cultivating an inclusive environment where everyone feels safe respected and valued. We are committed to providing a workplace free of discrimination and harassment. Discrimination and harassment on the basis of race, religion, colour, gender, national origin, ancestry, mental or physical disability, marital status, age, sexual orientation, gender identify or expression, genetic information and sex, or any other basis protected by applicable law is unacceptable and not tolerated by the Company. Our pledge encompasses providing equal employment opportunities in every facet of hiring and employment practices including but not limited to recruitment, promotion, training, remuneration and benefits to all qualified persons without discrimination.

### ***Freedom of Association and Collective Bargaining:***

We uphold our employees' freedom to join, form, or abstain from labor unions and to engage in collective bargaining without fear of retaliation, intimidation, or harassment. When our employees are represented by legally recognized unions, we are committed to fostering a constructive

dialogue with their chosen representatives. The Company pledges to negotiate in good faith with these representatives, ensuring fair and respectful bargaining practices.

***Fair Compensation:***

We are committed to providing fair compensation to our workers that aligns with industry standards and local labor markets. This commitment entails compliance with relevant labor laws concerning wages, working hours, leave policies, overtime, and other compensation and benefits in all locations where we operate.

***Occupational Health and Safety:***

Our commitment lies in prioritizing the health and mental wellbeing of our employees. We offer ongoing support for endeavors that encourage a balanced lifestyle and enhance both physical and mental well-being among our employees. We have implemented a range of practices and policy measures to guarantee a workplace environment that is both safe and enhances productivity.

***Employee Upskilling and Development:***

EIH Associated Hotels Limited ensures equal access to learning and development initiatives for all members of our workforce, regardless of gender, age, or physical abilities. These programs are tailored to individual roles within the organization and encompass targeted training in technical skills, managerial capabilities, process expertise, industry-specific knowledge, and leadership development opportunities.

***Governance:***

The Company will enact this policy in accordance with current standards, overseen by the Board of Directors and implemented by the Human Resources Department. Business leaders will oversee human rights-related performance, while line managers will ensure full implementation of the associated human rights standards.

***Grievance Redressal Mechanism:***

We will handle all raised issues and concerns, ensuring comprehensive documentation of these matters in a confidential manner using the email id- [Disclosure@oberoigroup.com](mailto:Disclosure@oberoigroup.com). Our aim is to

conduct impartial investigations, addressing any potential conflicts of interest that may arise during the process. Upon completion of the investigation, we will communicate any disciplinary actions and remedial measures taken, if required. We are dedicated to concluding the resolution process within reasonable timelines and maintaining ongoing communication with the relevant employees regarding the progress. If the matter remains unresolved through our committee's efforts, individuals have the option to pursue resolution through appropriate legal channels.

**Reporting and Communication:**

The Company mandates all stakeholders to comply with our Human Rights Policy. We are committed to providing comprehensive human rights training to all employees, covering critical areas such as identifying, reporting, and mitigating human rights violations. These trainings promote awareness on diversity and gender equality, non-discrimination and harassment and employee benefits. Practical examples are included to enhance recognition and awareness of these issues.

To uphold transparency and adherence, our policy is readily accessible on our portal for all stakeholders to reference.

**Review of the Policy:**

The content and implementation of the Policy will undergo regular review to ensure ongoing effectiveness and alignment with established standards.