



## **Human Rights Policy**

GOLDEN Hotels & Resorts Group of Companies acknowledge and respect the principles contained in the Universal Declaration of Human Rights. GOLDEN Hotels & Resorts' Human Rights Policy reflects the Company's commitment to conduct its business in a manner consistent with these principles and to protect human rights within the company's sphere of influence. As a responsible employer, GOLDEN Hotels & Resorts, follow responsible workplace practices, and endeavors to conduct its business operations in a manner that is free from complicity in human rights abuses. GOLDEN Hotels & Resorts' core values and culture embody a commitment to ethical business practices and good corporate citizenship.

### **1. Non discrimination and equality**

GOLDEN Hotels & Resorts provide equality of opportunity and treatment, and respect each individual's human rights. We do not discriminate on the basis of race, colour, gender, religion, creed, age, social and civil status, family origin, physical or mental disability or sexual orientation in our hiring and employment practice.

All employees have access to the Hotel Manager, in order to resolve any issues that have occurred, which have not be resolved by their supervisors.

### **2. Protection of the rights of a Child**

GOLDEN Hotels & Resorts condemn all forms of exploitation of children. The Group of Companies do not recruit child labor and supports the elimination of exploitative child labor. GOLDEN Hotels & Resorts also support laws duly enacted to prevent and punish the crime of sexual exploitation of children. GOLDEN Hotels & Resorts will work to raise awareness concerning such exploitation, and will cooperate with law enforcement authorities to address any such instances of exploitation of which the Hotels become aware. GOLDEN Hotels & Resorts will continue to focus on programs that help children break out of the cycle of poverty that makes them and their families vulnerable.

### **3. Forced Labour**

GOLDEN Hotels & Resorts support the elimination of all forms of forced, bonded or compulsory labour, and we do not accept the use of prison labour or illegal labour.

#### **4. Health and safety**

At GOLDEN Hotels & Resorts, caring for our associates means providing a safe and healthy environment at all times, ensuring that only the highest standards of health and safety are maintained for the benefit of all our employees and stakeholders.

Every employee, supplier and other stakeholders has a clear duty to take every reasonable precaution to maintain a safe and healthy working environment in order to avoid the possibility of injuring himself or putting at risk those with whom you work, and members of the public.

#### **5. Working conditions including working hours**

At GOLDEN Hotels & Resorts we will treat all employees fairly and honestly. All employees will be furnished with a written contract of employment with agreed terms and conditions, including notice of resignation from both sides.

All employees are provided with adequate and reasonable rest breaks, access to drinking water and other sanitary facilities, day off and statutory leave will also be granted to all employees. Our associates have access to services and training that support their well-being and encourage personal and professional growth.

#### **6. Fair wages and compensation**

Wages will be paid regularly, on time, and will reflect the experience, qualifications and performance of the employee. All employees will be compensated according to the labour laws and statutory regulations of the country and shall be paid at least the statutory minimum wage or the prevailing industry wage. All other types of legally mandated benefits and compensations shall be paid. Employees will also be provided with detailed information pertaining to their wages in writing.

Employees shall be granted and correctly compensated for any types of paid leave to which they are legally entitled. Examples of such leave include annual leave, casual leave, accident leave, and maternity leave.

At the end of the season, the best employee is awarded, based on the opinion of the customers and supervisors.

#### **7. No harsh or degrading treatment/harassment**

Every employee shall be treated with respect and dignity. Under no circumstances do we accept the use of humiliation or corporal punishment by our suppliers, their subcontractors or other business partners. No

employee shall be subject to physical, sexual, psychological or verbal harassment or abuse during their employment with us.

We respect each associate's right to decide if he or she wishes to join, or not to join, associations or labor unions, and we comply with legal requirements worldwide regarding employee and third-party involvement.

## **8. Partners**

GOLDEN Hotels & Resorts cooperates with suppliers and partners who are committed to respecting human rights. Any human rights issues between partners are resolved through constructive dialogue, in line with our local community policy.

## **9. Visitors**

GOLDEN Hotels & Resorts respect human rights of guests. Our main focus includes: Respecting the privacy of our guests, e.g. by securely storing their personal information, and avoiding discrimination between them. In addition, we do our best to ensure that our business policy is conducted with respect to our guests, without trying to promote any religious or nationalistic ideology.