



Labour Standards, Human Rights and Non-Discrimination Policy

The portfolio of Heritage Hotels and Resorts include hotels and resorts across Sri Lanka and the Republic of Maldives. As such, our associates are from different nationalities, orientation, gender, religion, and ethnicities. This is a point of pride for our Company. Heritage Hotels and Resorts acknowledges and respects the principles contained in the Universal Declaration of Human Rights and uphold the values of freedom from disclination as a fundamental human right.

The Heritage Hotels and Resorts Labour, Human Rights and Non-Discrimination Policy reflects our commitment to conduct our business with these principles and to protect human rights within our sphere of influence.

Heritage Hotels and Resorts demonstrates global leadership in responsible workplace practices, and endeavours to conduct its business operations in a manner that is free from any complicity of human rights abuses. The commitment to the United Nations Global Compact, the United Nations World Tourism Organization Global Code of Ethics for Tourism and reporting based on the Global Reporting Initiative are further evidence to this commitment.

Our Human Rights standards are built on national and international sources of law and are in line with the Heritage Hotels and Resorts Code of Ethics and our beliefs which are:

1. Consideration for People
2. Serving with Passion
3. Insistence on Integrity
4. Responsibility of Leadership

Human Rights and Working Conditions

Fundamental human rights and working conditions shall be known, respected, and equally applied to all associates regardless of employment status.

Diversity and Inclusion

Heritage Hotels and Resorts strives to create a workplace characterized by a diverse workforce and an inclusive environment with equal opportunities. We are convinced that associates with different backgrounds and gender contribute to a more successful and sustainable operation. In short, diversity increases the value of Heritage Hotels and Resorts business. Heritage Hotels and Resorts does not accept any form of discrimination – neither directly nor indirectly, actively, or passively, based on race, colour, gender, religion, creed, social and civil status, family status, physical or mental disability or sexual orientation. Heritage Hotels and Resorts treats each associate with respect and dignity and strives for accessibility.



Fair Employment Conditions

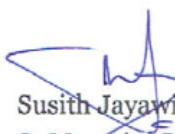
We reward our associates in a fair manner and have processes to hinder unjustified salary differences. All associates are entitled to a written contract which clearly outlines the terms of employment and period of notice. The right to freedom of association and collective bargaining is recognized and respected in accordance with the laws in the countries in which the associate is employed. No associate shall be forced to work overtime that exceeds the maximum time stated in national legislation. No associate shall be subject to or treated with corporal or psychological punishment or physical, sexual, or verbal abuse or attacks. Support systems such as grievance handling mechanisms, whistleblowing procedures in place to support associates in performing their duties effectively.

Health and Safety

Heritage Hotels and Resorts offer all associates a sound and safe working environment. We continuously work to prevent accidents and injuries that occur in the workplace. We carry out and document regular health and safety training and will undertake corrective measures to reduce risk when such areas are identified.

Child Labour and Forced labour

No form of child labour or labour involving minors is allowed. Heritage Hotels and Resorts does not allow any form of forced labour, slave labour or any other forms of work carried out against ones will in our operations. Regardless of the minimum age in national legislation, the minimum age for employment is 16 years of age. Employees under the age of 18 years is not allowed to work night shifts or carry out risky or heavy work.



Susith Jayawickrama
Jt. Managing Director

Aitken Spence Hotel Managements (Pvt) Ltd.