



LABOUR, HUMAN RIGHTS, NON-DISCRIMINATION-POLICY

HERITANCE AARAH – MALDIVES

V-2 / November 2022

OUR COMMITMENT - Heritance Resorts

The Heritance Aarah management is committed to managing its business by complying to nationally and internationally recognised labour standards and human rights.

Our beliefs and standpoint as a reputed Organisation in the Maldives since 1993 have always been on the grounds of ethical practices. We strive to present ourselves as responsible business partners who respect and protect these rights in our valued relationships with our associates, guests, suppliers, the local community, and all other business stakeholders. The resort management does not tolerate harassment or discrimination based on gender, age, nationality, skin colour, sexual orientation or union activity.

To reiterate, we wish to bring a few highlights of the company and what we have achieved and pledged for;

Aitken Spence Hotel Holdings PLC, our parent company, has pledged Private Sector Commitment to the Global Code of Ethics for Tourism which is our DNA or, in other words, the way we operate all our properties wherever we operate.

We, the Maldives chapter of Aitken Spence Hotels, have always been at the forefront of responsible resort operation/management. We have achieved Travelife Gold certification for our commitment and responsible resort operation in the island nation. As a part of it, we respect, practice, and communicate the 30 Universal Declaration of Human Rights in our resort culture.

Our management is committed to ensuring that each stakeholder is respected and cared for with our renowned hospitality. As a responsible entity, we are highly concerned about making righteous efforts on the following.

- **We practice Equality and promote freedom of work, no forced work in our working culture**

To provide equal employment and advanced opportunities to all individuals, employment decisions at Heritance Resorts will be based on merit, qualifications, and abilities. Heritance resorts do not discriminate in employment opportunities or practices because of race, colour, religion, sex, national origin or disability. This policy governs all aspects of Employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training.

- **Living standards** - Heritance resorts will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship.

- **Access to essential services** - We ensure all our associates have access to the resort's essential services. (Water, Food, Accommodation, Uniform), we have opened our doors for the local community to use the essential services to fulfil their basic living essentials from time to time.

- **Supporting Human Rights** - yearly training which focuses on 30 Universal Declaration of Human Rights, training on issues such as anti-discrimination, gender diversity and equality, health and safety, harassment, and child protection. We encourage our workforce to instil practices such as respecting one another and collaborating to achieve our Human right policy in practice.

- **Respecting everyone's right to their privacy, beliefs and identity** - Our initiative of creating Living House Rules - documents and video trainings have immensely helped us to create a respectful and inspiring working culture radiating nothing but positive vibes.

This policy is communicated internally and externally via staff handbooks, noticeboards, and our website.

Badhiya Gunatilake - Chief Operating Officer
Aitken Spence Resorts – Maldives