

Human Rights Commitment Statement

We are committed to protecting and respecting the human rights of everyone connected to our property — our guests, our employees, our neighboring communities, and our supply chain partners. We uphold the dignity, safety, and fair treatment of all individuals, with particular attention to minorities and vulnerable groups, including children, adolescents, and women.

We do not tolerate discrimination, exploitation, harassment, or abuse of any kind. We are committed to:

- **Preventing discrimination** in recruitment, employment, promotion, and daily treatment of staff and guests, regardless of gender, caste, religion, ethnicity, disability, or background.
- **Protecting children and adolescents** from any form of exploitation or abuse, including within our tourism operations and surrounding community engagement.
- **Preventing harassment and abuse** in the workplace, and ensuring staff have safe channels to raise concerns without fear of retaliation.

Promoting fair treatment and equal opportunity, particularly for women and other underrepresented groups within our team. **Our current practices reflect this commitment:**

- Our naturalist team includes women in specialist roles, with active efforts to recruit and train more female naturalists.
- Our housekeeping team is approximately 80% women, reflecting our focus on providing stable employment opportunities for women in our local community.
- We actively give female staff the opportunity to work and grow in kitchen and service roles, departments where women have traditionally been underrepresented in the hospitality industry.

We recognize there is more work to do, and we will continue to expand opportunities for women and other vulnerable groups across all departments, strengthen our safeguarding practices, and review our policies regularly to ensure they reflect our commitment to human rights.

Approved by

Prakash Chand

General Manager

