



## **Human Rights Statement**

Respecting human rights is a key part of GOLDEN Hotels & Resorts responsibility as a company and is fundamental to operate our business sustainably. We are dedicated to respecting human rights in our operations, and in the community where we operate. We seek to avoid complicity in human rights abuses and to use our influence to promote the fulfillment of human rights.

Our commitment to operating with respect for human rights is reflected in all aspects of our company's business operations and is integrated in our policies and relevant procedures. We seek to identify, assess, and manage the human rights impacts of our business activities based on the operational context, our leverage and business relationships.

In implementing this policy, we focus our efforts on issues and relationships in which we have greater degrees of control and influence, as outlined below.

### **Staff**

GOLDEN Hotels & Resorts seek to respect the human rights of all employees within the hotels as well as complying with all national laws. To ensure remediation of possible abuses, we have a grievance procedure which is applicable to the whole business. Any employee with concerns regarding the human rights impacts of our company's activities may raise these through the internal grievance procedure process.

### **Suppliers**

GOLDEN Hotels & Resorts work with suppliers and business associates to ensure that human rights are respected in the supply chain, based on our business relationships, leverage and operational context. Actions to manage and address human rights risks and impacts are guided and carried out through dialogue and collaboration with relevant stakeholders, with support from our audit and remediation program and our Local Community Policy. Where appropriate, our company also aims to use its influence to support the advancement of human rights in the community where we operate.

### **Clients**

GOLDEN Hotels & Resorts seek to respect the human rights of our clients. Our main focus areas include: respecting the privacy of our clients e.g. by safe storing of any personal data, and aiming for that no customers are discriminated against. In addition, we strive for that our marketing is done with respect for the views of our stakeholders by not aiming to communicate any specific ideal, but rather a range of styles, attitudes and ethnic backgrounds.