

## Human Rights Policy

Cinnamon Hotels & Resorts acknowledges and respects the principles contained in the Universal Declaration of Human Rights. CH&R's Human Rights Policy reflects the organization's commitment to conduct its business in a manner consistent with these principles and thus free from complicity in human rights abuses. CH&R's core values and culture embody a commitment to ethical business practices and good corporate citizenship.

We establish clear ethical standards and guidelines for how we do business and establish accountability. All our associates are required to comply with the law and specific standards in upholding the law, and the desired ethical and business conduct. CH&R has clear accountability mechanisms in place to monitor and report on compliance with these directives.

We adhere to the fundamental rights as set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. Avoid infringing on the human rights of others and to address these impacts where they occur

We condemn all forms of exploitation of children. We do not employ children and support the elimination of child labor and sexual exploitation of children. We have undertaken and will continue with raising awareness among our associates, concerning exploitation of children and cooperate with law enforcement authorities to address any violations. We have a history of supporting programs and partnerships that help disadvantaged children and young people and preparing school leavers for meaningful employment. We will continue to focus on programs that help children break out of the cycle of poverty that makes them and their families vulnerable to exploitation.

CH&R adopts non-discriminatory practices with respect to employment and promotes and embraces diversity in all aspects of its business operations. We further support the elimination of all forms of forced, bonded or compulsory labor and the right to freedom of association and collective bargaining and effective information and consultation procedures. We are also committed to providing a safe and healthy working environment for all its associates.

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