Policy on Equal Opportunity & Non-Discrimination

Cinnamon Grand Colombo being an equal opportunity employer, is committed to maintaining a workplace that is free of all form of discrimination and expects all its employees to treat each other and all its employees with respect; throughout the employee life cycle with the company.

All our marketing adverts including vacancy adverts carry the statement "…is an equal opportunity provider" and is widely circulated among our employees to provide equal opportunities for all colleagues. However, if there is a need for a "Genuine Occupational Requirement" the Head of Human Resources must be consulted, and the advertisement needs to clearly state the same.

To ensure fairness and justice, advertisements for recruitment, selection criteria and the entire interview process is conducted objectively, with the provision of reasons for either the selection or rejection of applicants for the vacancies.

Our employees are expected to respect both internal and external stakeholders at all times, and any act of discrimination would be considered as misconduct and will be dealt with according to the disciplinary process of the company. Further, any complaints pertaining to these measures are dealt with according to the grievances handling process of the company.

The cooperation of our colleagues is vital for the success of this policy. As such, all our colleagues are constantly encouraged to perform their duties in a manner which is non-discriminatory, fair and just to all.

As General Manager, I'm committed to our Policy on Equal Opportunity and Non-Discrimination, which is owned and endorsed by the Cinnamon Hotels and Resorts. That said, every Cinnamon employee at every level and in every function in the hotel is responsible for the successful implementation of this policy and the related programmes.

Kamal Munasinghe
Area Vice President, City Hotels, and General Manager-Cinnamon Grand
Vice President- John Keells Holdings Plc

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