



## HUMAN RIGHTS POLICY

At Thema Collection, we believe that every individual deserves to be treated with dignity, respect, and fairness. As an eco-friendly hotel chain in Sri Lanka, we are not only committed to environmental sustainability but also to upholding the fundamental human rights of our valued employees.

*Our human rights policy encompasses the following principles:*

- **Equal Opportunity and Non-Discrimination:** We provide equal employment opportunities for all individuals and prohibit discrimination based on any protected characteristic.
- **Harassment-Free Workplace:** Harassment of any kind is strictly prohibited, ensuring a respectful and safe work environment for all employees.
- **Employee Privacy and Confidentiality:** We respect employee privacy and will safeguard their personal information in accordance with relevant laws.
- **Child Labor and Forced Labor:** We condemn the use of child labor and forced labor, ensuring all employees work voluntarily and meet legal working age requirements.
- **Freedom of Association and Collective Bargaining:** Employees have the right to freely associate and engage in collective bargaining as allowed by law.
- **Fair Compensation:** We provide fair and competitive compensation, adhering to industry standards and wage regulations.
- **Health and Safety:** Employee well-being is a priority, and we maintain a safe and healthy working environment.
- **Employee Development and Training:** We invest in employee development through training and growth opportunities.
- **Work-Life Balance:** We strive to support work-life balance while meeting business needs.
- **Grievance Mechanism:** We offer an accessible and transparent grievance mechanism to address employee concerns.
- **Whistleblower Protection:** Employees who report violations are protected from retaliation, and their confidentiality is maintained.
- **Diversity and Inclusion:** We value diversity and promote an inclusive culture of fairness and respect.
- **Employee Engagement and Communication:** We encourage open communication and employee participation in decision-making processes.
- **Social Responsibility:** We support community initiatives and social responsibility efforts.
- **Continuous Policy Improvement:** Our Human Rights Policy is regularly reviewed and updated to align with best practices and relevant laws.

By adhering to this Human Rights Policy, Thema Collection is dedicated to fostering a work environment that upholds human rights, respects diversity, and empowers employees to reach their full potential in a climate of fairness and respect.

Sustainability Team – Thema Collection