	POLICY MANUAL	DOCUMENT NO: SUS 02	ISSUE DATE : 16/09/2025
	LABOUR, HUMAN RIGHTS & CHILD PROTECTION POLICY		REF NO: SUS/2025/02
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PREPARED BY: Head of Sustainability & ESG	CONFIRMED BY: QAD	APPROVED BY: CEO	

Uga Resorts are committed to managing our business operations in compliance with nationally and internationally recognized labour standards, human rights including the rights of the children.

We understand our responsibility to respect and protect these rights in our relationships with employees, guests, suppliers, local community members, other business stakeholders and children.

Harassment or discrimination, including gender, age, nationality, skin colour, sexual orientation or freedom of expression will not be tolerated by any means. We ensure that fair labour practices and general human rights are practiced, promoted and supported by:

1. Assessing potential adverse impacts on human rights due to our business activities on a regular basis. Fair engagement with affected stakeholders in resolving or implementing proactive measures to overcome any deviations.
2. We give preference to local and regional suppliers and partners who share our values in promoting sustainability, wellness, fair trade, and human rights.
3. Provide adequate training to our employees on labour standards, human rights-related issues, Rights of the Children and their role in supporting our goals.
4. Having a fair and transparent recruitment policy, which is based on diversity, equality and inclusion.
5. Conducting free and fair annual performance and salary reviews and wherever possible offering our employees promotion opportunities within the company.
6. Conducting yearly Employee Satisfaction Surveys and using its outcome to improve professional development and well-being in the workplace.
7. Communicating grievance and disciplinary procedures to all our employees at the beginning of their employment.
8. Offering training opportunities to all our employees for personal and professional development.
9. Refraining from hiring employees less than 18 years of age for any level of operations.
10. Committing to maintaining a sound and safe work environment for all our employees and meeting the needs of differently-abled individuals when required.
11. Incorporating the ten principles of the UN Global Compact into our policies and procedures.

We will continually improve our status related to labour standards, human rights and rights of the children. This policy will be reviewed and updated as needed and communicated internally and externally using applicable communication channels.