LANGHAM
HOSPITALITY GROUP

HUMAN RIGHTS POLICY

PURPOSE OF THIS POLICY

At Langham Hospitality Group ("the Group"), we are committed to upholding and respecting human rights in all aspects of our operations and supply chains. We recognise that respecting human rights is not only a moral imperative but also a fundamental element of sustainable business practices. We strive to align our actions with internationally recognised human rights standards.

SCOPE AND APPLICABILITY

This policy applies to all business units of the Group, including hotels, residences, restaurants, regional offices, and global sales offices, as well as all aspects of our organisation's operations.

GENERAL PRINCIPLES

Non-Discrimination and Equal Opportunity

We are dedicated to promoting diversity, inclusion, and equal opportunity for all individuals, regardless of their race, colour, ethnicity, gender, age, sexual orientation, disability, religion, or any other characteristic protected by applicable laws. We strive to create a work environment that is free from discrimination, harassment, and bias, fostering a culture of respect and fairness.

Labour and Workplace Conditions

We are committed to providing fair and safe working conditions for our employees, contractors, and workers throughout our supply chains. We uphold the principles of freedom of association, collective bargaining, and the elimination of forced labour and child labour. We ensure that our employees are treated with dignity, receive fair compensation, and work in healthy and safe environments.

Supply Chain Responsibility

We recognise the importance of responsible sourcing and supplier engagement. We expect our suppliers and business partners to share our commitment to human rights and to adhere to the same standards we uphold. We work collaboratively with our suppliers to ensure that they respect human rights, provide fair working conditions, and mitigate any potential risks within their operations.

Community Engagement

We strive to engage with and positively contribute to the communities in which we operate. We respect the rights and cultural heritage of local communities, seek to understand their needs and concerns, and conduct our activities in a manner that minimises any adverse social impacts. We aim

to foster mutually beneficial relationships with local stakeholders, promoting dialogue, transparency, and sustainable development.

Grievance Mechanisms

We maintain effective grievance mechanisms to allow individuals, including employees, suppliers, customers, and other stakeholders, to raise concerns or report any human rights violations. We are committed to promptly addressing and remedying any issues raised through these mechanisms, ensuring confidentiality, non-retaliation, and fair treatment for all parties involved.

Continuous Improvement

We recognise that respecting human rights is an ongoing process. We regularly assess and review our human rights performance, set meaningful targets, and implement measures to continuously improve our practices. We engage with external stakeholders, seek independent audits when necessary, and integrate feedback to enhance our human rights performance and transparency.

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