



COMMUNITY ENGAGEMENT POLICY

At Barberyn Ayurveda Resorts we acknowledge and understand that tourism can impact local communities in both positive and negative ways. On the positive side tourism can help improve local facilities and infrastructure. Tourism can stimulate job creation and help improve both healthcare and education. Tourism can also help sustain local crafts and traditions. Negative social impacts of tourism include; social change; changing values; increased crime; changes in moral behavior; changes in family structure and roles; problems with the tourist-host relationship and the destruction of heritage.

Guided and trained by experts we have enacted this policy to ensure we acknowledge, understand, and respect our local communities. We are committed to operating conscious of the impact our operations and tourism in general can have. We will strive to minimize the negative impacts while maximizing the positive impact of tourism for the benefit of society. We commit to fostering their participation, seeking their feedback and welcoming their comments and suggestions. We also believe it is essential for all of our stakeholders to understand the importance of community engagement.

In order to uphold this policy we commit to the following:

- Respecting and celebrating the cultural diversity and heritage of the local communities, incorporating their traditions, arts, and crafts into our guest experiences.
- Respecting our local customs and traditions, and encouraging our guests to do so as well. For example, dressing appropriately when venturing out of the property.
- Prioritizing the hiring of local community members and provide fair employment opportunities, promoting inclusive growth and reducing economic disparities.
- Promoting gender equity by empowering women and girls and offering fair and equal access to opportunities.
- Encouraging the community to care about sustainability and conservation.
- Sourcing goods and services from local suppliers where feasible, supporting local businesses and contributing to the local economy.
- Actively contribute to the health and well-being of the local communities promoting healthy lifestyles.
- Taking preventive measures to ensure the operations at the hotels does not disturb the surrounding communities.
- Ensuring that any new building or renovation work does not negatively impact the way of life of the surrounding communities.
- Providing guests with information on our local communities and encourage them to visit and interact with our local communities in a responsible way.
- Actively collaborating with local organizations, government agencies, and NGOs working in the field of community engagement.

All employees are responsible for upholding this policy under the supervision of the Heads of Department (Team Leaders).

This policy will be reviewed and updated as a result of changes in legislation or international best practices.

Our Community Engagement Policy is aligned with the following Sustainable Development Goals:

