



HUMAN RIGHTS & LABOUR POLICY

At Barberyn Ayurveda Resorts we acknowledge the corporate responsibility to respect human rights, including labor rights, and we are committed to respecting and complying with applicable laws and regulations.

At Barberyn Ayurveda Resorts we have studied international conventions, laws, and guidelines with regards to human rights including the United Nations Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

Guided and trained by experts we have enacted this policy to ensure we create a safe, inclusive, and equitable work environment for everyone at Barberyn Ayurveda Resorts. We strongly believe our employees are our biggest asset and the well-being of our employees is central to everything that we do. We believe in fostering a diverse and inclusive workforce where people can reach their full potential.

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

- Prohibiting the use of all forms of forced labour and any human trafficking.
- Employing individuals over the applicable statutory minimum age for workers.
- Focusing on a culture that strives for zero accidents.
- Recruiting people based on needs in the organization and their qualifications, skills, experience and attitude.
- Fostering a workplace that is free from discrimination or harassment based on race, sex, national or social origin, religion, age, disability, sexual orientation, political opinion, or any other status protected by applicable law.
- Compensating employees competitively relative to its industry and the local labour market.
- Promoting a good work-life balance for our employees.
- Provides health care, staff meals, and accommodation to all staff based on their request.
- Ensuring dialogue is the preferred way of resolving issues.
- Providing employees with a mechanism to report concerns confidentially, anonymously, and without fear of reprisal, as governed by the applicable company procedures.
- Maintaining a transparent and fair disciplinary policy.
- Refraining from collect recruitment fees from employees.
- Providing necessary training and career development guidance to reach their full potential.
- Conducting regular assessments and audits to ensure compliance with these standards and continuously improve our human rights and labor practices.

All employees are responsible for upholding this policy under the supervision of the Management and the Barberyn team leaders.

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

Our Human Rights and Labor Policy is aligned with the following Sustainable Development Goals:

