



## WHISTLEBLOWING PROCEDURE

At Barberyn Ayurveda Resorts we acknowledge the corporate responsibility to respect human rights, including labor rights, and we are committed to encouraging ethical behavior and a culture where wrongdoing is safely reported at an early stage.

### PROCESS

#### I.1 Raising a concern

1. Any concern should be raised with your team leader, your HR team, or senior management, depending on the seriousness of the issue and who is involved. In the event you feel management is involved, you may directly approach the managing director or owner's representative.
2. When raising a concern, it is recommended to do so in writing to [wbp@barberynresorts.com](mailto:wbp@barberynresorts.com). Please include as much detail as possible, with dates, names, location, and problem and when it first started.

#### I.2 Barberyn's response

The response and action taken will vary depending on the nature of the case, and can include an internal investigation, an external auditor investigation, and independent inquiry, or where necessary referred to the Police or relevant authorities.

#### I.3 Protection for whistle blowers

Any staff member who raises a genuine concern in good faith will be protected, for if any workers victimize or retaliate against a whistle blower, they will be subject to disciplinary action.