



SEXUAL ABUSE PREVENTION POLICY

This policy is applicable to all guests, employees, interns, and employees of third-party service providers at REGNUM HOTELS. At REGNUM HOTELS, we commit to treating all stakeholders with dignity and respect. This policy represents our commitment that our employees will work in an environment free from sexual harassment by any manager, colleague, supplier, agent, service provider, etc.

Objective

Under the framework of the "Equality, Diversity, and Inclusion Policy," REGNUM HOTELS explicitly prohibits forms of sexual harassment, discrimination, and retaliation.

To raise awareness and ensure active participation in the fight against sexual harassment for all our employees and stakeholders.

Providing our employees with a safe, respectful, and supportive work environment.

Our Commitment Prevent Sexual Abuse

- **Zero Tolerance:** We adopt a zero-tolerance policy for sexual harassment. Under no circumstances is sexual harassment or assault allowed, and any violation is taken seriously.
- **Training and Awareness:** All our employees receive training on sexual harassment, and their awareness is increased. We establish a confidential complaint process to support victims of harassment.
- **Policies and Principles:** Sexual Abuse Prevention Policy and other relevant policies are accessible to our employees through our website and employee handbook. Newly hired employees are required to read and accept these policies.
- **Reporting Harassment:** Any employee or stakeholder can report instances of sexual harassment or similar violations through a complaint process that ensures confidentiality. These reports are kept confidential, and necessary investigations are conducted.
- **Non-Retaliation:** There is a prohibition against retaliation towards those who report incidents of sexual harassment or violation. Regnum Hotels employees reserve the right to make a violation report without fear of retaliation.

This policy reflects REGNUM HOTELS' commitments to preventing sexual abuse. We encourage all our employees and collaborators to adopt and implement these commitments.