

## LUX\* SUSTAINABILITY POLICY

LUX\* Resorts and Hotels firmly believes in making sustainable tourism development a reality in order to meet the needs of present tourists and local communities while protecting and enhancing opportunities for the future. It is hence committed to managing resources in such a way that the economic, social and aesthetic needs can be fulfilled for both present and future generations while maintaining cultural integrity and essential ecological processes, including biological diversity and life support systems.

We recognise our responsibilities towards the local communities, the environment & resources in the destinations in which we are operating. We ensure that our activities are in accordance with the relevant legislations, this policy and the associated standard operating procedures which englobes the commitments towards Environment, Corporate Social Responsibility, Human Rights, Child Protection and responsible Purchasing. We hence have as focus to maintain safety and quality in all our operations, while taking into account the diverse culture in which we are operating.

LUX\* Resorts & Hotels is aware that the sector has many opportunities to mitigate the impacts of its operations through all stakeholders involvement (Team Members, Local Community, NGOs, Suppliers, Guests) in enhancing the wellbeing of the residents, employees and guests. We do so by showing our commitment to the community, providing financial assistance to NGOs involved in educational, charitable, cultural, social and environmental causes.

The protection from child labour is already included in the normal employment policy and hence this point is well taken into consideration. The Team Members are requested to report on any identified breach in child protection, general abuse and sexual exploitation.

We are committed to ensuring a state of environment where there is a balance among economic, social and environmental goals. We intend to continue investing time and resources in different activities related to Social Responsibility. LUX\* Resorts & Hotels constantly looks for opportunities to bring improvement towards its Mission which is "Helping People Celebrate Life". LUX\* Resorts and Hotels also believes that the participation of its team members is essential in increasing resources efficiency.

This policy has been prepared to ensure the achievement of the mentioned objectives which englobe issues relating to labor practices, community involvement, good corporate governance, human rights, social progress, consumer protection and fair business practices. We also put emphasis on good corporate citizens through the mobilisation of our team members to provide corporate community volunteer services. We also have regulatory environment for high level of standards of ethics and integrity.

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Group Sustainability & Corporate Social Responsibility Manager

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