



Soneva Human Rights Policy Statement

Soneva acknowledges and respects the principles contained in the United Nations Universal Declaration of Human Rights, which reflects our core values and behaviours. We are committed to conduct our business in a manner consistent with these principles and to respect human rights within the company's sphere of influence. Soneva's Human Rights Policy applies to our corporate office and owned resorts and spas.

Ethical Business Conduct

Human rights are the basic rights and freedoms inherent to all human beings. Soneva is committed to maintaining a high standard of business ethics, integrity and honesty in full compliance with all applicable laws. Our hosts are required to obey the law and comply with specific standards relating to legal obligations, ethics, and business conduct. Soneva expects that our business partners and suppliers will strive to conduct business consistent with our policies and standards on diversity, social responsibility and community engagement. Failure to do so could jeopardize the ability to do business with us.

Commitment

Soneva strives to provide a safe and healthy working environment for all our hosts. Our commitments include:

- **Ethical Recruitment:**
Soneva believes no worker should pay for a job. We do not ask for money or charge fees to the applicant as part of the application process.
- **Forced Labour:**
Soneva supports the elimination of all forms of forced, bonded, debt or compulsory labour. Soneva respects the freedom of association and the right to choose a collective bargaining representative, if desired.
- **Human Trafficking:**
Soneva is committed to combating modern-day slavery through the adoption and promotion of business practices that seek to protect victims of human trafficking.
- **Child Labour:**
Soneva does not recruit children who are under 15 years of age or the lawful age of employment (whichever is higher) and condemns all forms of exploitation of children.
- **Harassment and Non-Discrimination:**
Soneva supports and upholds the elimination of discriminatory practices with respect to all aspects of employment, and promotes and embraces diversity and inclusion within our business operations.