



HUMAN RESOURCES POLICIES & PROCEDURES

HUMAN RIGHTS POLICY

Policy No:	HR-003/2023	Effective Date:	01 st November 2023
Initiated by:	Group Human Resources	Total Pages:	Page 1 of 2
Approved by:	Chief Operating Officer		

Objective:

At Sun Siyam Resorts, we understand the importance of the protection of Human Rights of our team members.

Applicable:

To all team members, guests, visitors, and stakeholders of Sun Siyam Group.

Principles of Human Rights:

We are committed to conduct our business in compliance with the following principles of Human Rights.

1. Respecting the rights of the Team Members

We ensure to provide suitable employment conditions to all our team members along with fair compensation and benefits in line with the company's job levels.

We aim to promote a work culture where all team members are treated with respect. All team members have the freedom of opinion, information and expression.

All team members have the right to openly discuss and raise their concerns with Human Resources Department and can approach the management in compliance with the grievance policy.

2. Providing a safe working environment

We aim to provide a safe working environment for our team members. We are dedicated to complying with the health and safety requirements set by the relevant authorities.

We are committed to maintain a workplace which is free from bias, harassment, intimidation and other disruptive conditions.





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3. No forced labour or exploitation of children

We do not encourage or support any forced labour or exploitation of children. No team member is forced to work against his or her will.

Details of employment conditions are provided to the team member no later than the first day of work. Employment commences upon the mutual agreement from both parties.

No underage child is employed as a team member or an intern without consent and approval from the guardian.

4. Eliminating discrimination

We seek to promote equal opportunities and we do not discriminate any team member based on their gender, race, color, ethnicity, religion, sexual orientation, age, disability, marital status, pregnancy or any other characteristic protected by law.

We provide our team members the opportunities for career development based on their performance, commitment, qualification and experience.

5. Promoting Diversity

We strive to attract, develop, advance and retain a diverse, high performance work force. We hire individuals based on their competence for the job role.

6. Conducting business with honesty and integrity

We seek to conduct the business with integrity and in compliance with the Employment Law of Maldives.

Any complaints on human rights abuses or failure to comply with the policy will result in the investigation and relevant disciplinary action will be taken whenever deemed necessary.

Supporting Policies:

The following policies are relevant and support the principles set out in this policy.

- Child Protection Policy
- Anti-Harassment Policy
- Code of Conduct



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The management reserves the right to alter, change suspend or abolish this policy at any given time.

Thanking you,


Aisha Faiz
Chief Operating Officer



- END OF POLICY -