



Human Rights Policy

BERMANFALK Hospitality Group (BFHG) strives to conduct all operations in accordance with the UN Universal Declaration of Human Rights. BFHG also holds all its suppliers, partners, and manufacturing facilities to the same standards as part of its stringent vetting process.

BFHG complies with employment and labor laws in each country that it operates in. This includes supporting fundamental human rights as outlined in the UN Declaration. These include and are not limited to:

- We will not employ individuals who are under 15 years of age or the lawful age of employment (whichever is higher) in any country in which we operate. We also expect our suppliers and business partners to commit to the same threshold.
- We comply with all wage and compensation requirements as defined under applicable local laws and regulations, including those relating to minimum wages, and at a minimum provide legally mandated benefits.
- We will not use forced labor, including prison, bonded or debt labor.
- We will not allow physical punishment or abuse of any employee either of ours or our supply partners.

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- We respect the ability of all to exercise their lawful right of free association.
- We respect the lawful rights of our employees to choose (or not choose) collective bargaining representation.
- We aim to protect the rights of minority groups and women.
- We aim to combat modern slavery and require all our suppliers and partners to do the same.
- We aim to ensure our activities do not negatively impact basic needs, including access to food, water, sanitation or healthcare of local communities.
- We aim to ensure our activities do not negatively impact local livelihoods, including access to natural resources, housing and transportation.
- We do not discriminate based on gender, race, disability, ethnicity, nationality, religion, sexual orientation, gender identity or other discrimination factors.

BERMANFALK is committed to the betterment of all its employees, partners, and supply chain workers to meet or exceed all employment standards in each region it operates.

Remediation & Grievance Mechanisms

Formal Grievance Channels: BFHG has a comprehensive Whistleblower Policy that provides employees, contractors, and third parties associated with the organization with accessible, confidential, and anonymous reporting channels—such as the Employee Feedback Form or designated senior officers—to report suspected misconduct, human rights violations, or unethical behavior.

Commitment to Non-Retaliation and Independent Remediation: BFHG guarantees a strict non-retaliation policy for all whistleblowers reporting in good faith, supported by an impartial investigation process and a commitment to prompt, effective remediation of any identified wrongdoing.

Environmental Rights

Recognition of the Right to a Healthy Environment: BFHG explicitly upholds the UN-recognized right to a clean, healthy, and sustainable environment, expanding existing protections for food, water, and sanitation to include holistic ecosystem preservation.

Integration of ESG and Human Rights: BFHG aligns operational practices with the environmental pillars outlined in our Impact & ESG Strategy, ensuring that resource management and supply chain activities actively mitigate environmental harm to protect the fundamental rights of local communities.