



Dalata Hotel Group Human Rights Policy

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Revision	Issue date	Detail	Requested By	Completed By
Version 1	Nov 2024		Group HR	OMCL / SM
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Introduction

Dalata Hotel Group is committed to the highest standards of business and ethical behaviour. Dalata respects internationally recognised Human Rights as established in the Universal Declaration on Human Rights and the International Labour Organisation's Core Conventions.

In line with the UN Principles on Business and Human Rights, Dalata Hotel Group recognises its corporate responsibility to respect these principles. Furthermore, our efforts include ongoing robust engagement between our business and our major supply chain partners to mitigate the potential barriers we may encounter.

Human rights are basic rights inherent to all human beings, regardless of nationality, place of residence, sex, sexual orientation, physical or mental ability, mobility, socio-economic status, national or ethnic origin, colour, religion, language, or any other status.

Our support of Human Rights is consistent with our dedication to enriching our workplace, partnering with our supply chain, preserving the environment and supporting the communities around us.

The objective of Dalata Hotel Group's documented policies (as set out in the Code of Conduct for Employees and the Code of Conduct for Suppliers) is to provide an overview of expectations for employees and business partners.

Scope

Dalata Hotel Group's Human Rights Policy applies to all of our employees across all the jurisdictions in which we operate in. It also extends to any party we may do business with including suppliers that provide products and services to our business, our hotel development partners and our hotel construction partners. This applies to all locations where Dalata Hotel Group conducts business and to all company-sponsored events or initiatives.

Objectives

The purpose of our Human Rights Policy is to:

- ✓ Confirm our commitment to implement a comprehensive human rights policy.
- ✓ Inform our employees, our customers and business partners of our commitment to Human Rights
- ✓ Maintain and exercise due diligence in relation to Human Rights with our business partners

Guidelines

- ✓ All employment with Dalata Hotel Group is voluntary. We do not use child or forced labour in any of our operations or facilities. We do not tolerate any form of unacceptable treatment of workers, including but not limited to the exploitation of children, physical punishment or abuse, or slavery. We fully respect all applicable laws establishing a minimum age for employment, in order to support the effective abolition of child labour worldwide.
- ✓ Dalata Hotel Group abides by all laws and regulations regarding pay practices.
- ✓ We respect our employees' right to choose to join or not join a trade union, or to have recognised employee representation in accordance with local law.
- ✓ Diversity is embraced at Dalata Hotel Group. We recognise and respect that a diverse mix of backgrounds exists within our people.
- ✓ We believe everyone should be treated with respect regardless of their background. We are committed to the elimination of discrimination based on gender, race, socio-economic status, ethnic background, sexual orientation, age, political beliefs, religious beliefs, marital status or any other protected class.

Compliance

Employees and suppliers are expected to comply with this and all applicable Dalata Hotel Group policies. Infringements regarding this policy or the refusal to cooperate from any employee may result in disciplinary action, up to and including dismissal and referral to the appropriate authorities. Where we have sound reason to believe that Our suppliers or partners are not, or have not, complied with accepted human rights policies or practices that infringe Human Rights, we reserve the right to review and if appropriate cease those relationships as warranted.

Specific to this policy, our employees and suppliers are expected to:

- ✓ Comply with generally accepted human rights principles
- ✓ Be alert to any evidence of human rights infringements in our direct operations or in the operations of our business partners and report any situation in which a human rights infringement is suspected.

Monitoring

The Human Rights policy is owned and maintained by Dalata Hotel Group's Human Resources function. Human Resources is responsible for the creation, administration, updating and communication of this policy. It will be reviewed on a yearly basis and updated accordingly.

Human Rights Policy

Dalata Hotel Group

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