



## **Human Rights Policy Statement 2022**

X10 Khaolak Resort believes that ethical business practices are critical to building the trust and loyalty that lead to lasting success. The vision of X10 Khaolak Resort is to lead the hospitality industry in superior customer care. We strive to provide the highest levels of service and to our guests with integrity and honesty such that brand loyalty continues to thrive. To achieve this vision, X10 Khaolak Resort has adopted the following core values:

- Excellence in quality and service
- Integrity, both personal and professional
- Honesty and truthfulness
- Accountability
- Fairness and impartiality
- Respect for others' dignity
- Leadership based upon X10 values
- Being a good member of the community

Consistent with these core values, X10 Khaolak Resort acknowledges and respects the standards contained in the Universal Declaration of Human Rights, and it endeavors to conduct its business in a manner that is consistent with fundamental human rights. X10 Khaolak Resort's core values, practices, culture, and history embody a commitment to ethical business practices and good citizenship.

### **PROTECTION OF EMPLOYEES' RIGHTS**

X10 Khaolak Resort is committed to upholding the rights of employees and aims to provide a safe and healthy workplace. X10 Khaolak Resort supports the elimination of all forms of forced, bonded, or compulsory labor. It supports the elimination of employment discrimination and promotes and embraces diversity in all aspects of its operations. X10 Khaolak Resort is an equal opportunity employer, and it does not discriminate on the basis of race, color, religion, gender, national origin, age, disability, veteran status, sexual orientation, or any other legally protected category.

### **PROTECTION OF CHILDREN'S RIGHTS**

X10 Khaolak Resort Resort condemns all forms of child exploitation. X10 Khaolak Resort does not recruit child labor, and it supports the elimination of exploitative child labor. X10 Khaolak Resort also supports legislation enacted to prevent and punish the crime of sexual exploitation of children.

We are dedicated to respecting fundamental human rights and to continued dialogue on the principles set forth in this statement as we fulfill our vision as a company.