

Founded in 1987, **LUX* Resorts & Hotels** is a hotel group with properties in Mauritius, the Maldives, Réunion Island and China. At **LUX* Resorts & Hotels**, our workforce constitutes of Team Members of over 25 nationalities.

The **LUX* Resorts & Hotels** environment is multi-racial, multi-ethnic, multi-cultural and multi-lingual, where people can achieve their potential regardless of their status, that is, their age, caste, colour, creed, ethnic origin, impairment, marital status, place of origin, political opinion, race, sex or sexual orientation. The company practices and encourages an environment of equal opportunities across all levels where Team Members are respected and valued on their talents, skills, experience, competence, desire and willingness to work.

LUX* Resorts & Hotels having:

1. taken cognizance of Section 9 of the Equal Opportunities Act 2008 as well as the recommendations of the Equal Opportunities Commission as set forth in its Guidelines for Employers on the application of an Equal Opportunity Policy in all its employment policies, procedures and practices, with a view to minimizing the risk of a Team Member being discriminated against and in order to promote recruitment, training, selection and employment on the basis of merit;
2. considered the obligation that an employer has, in light of his resources and circumstances in general, to take such measures as may be required to:
 - (a) ensure that working conditions are suitable for women and men; and
 - (b) facilitate gainful employment and parenthood for female and male Team Members;
3. determined that **LUX* Resorts**, will have to adopt and apply an Equal Opportunity Policy in line with the Equal Opportunities Act;

LUX* Resorts & Hotels hereby declares that this **Equal Opportunity Policy** represents its commitment towards building an organisation where the Team Members will make full use of their talents, skills, experience and competence and where the Team Members feel respected and valued regardless of their status, that is, their age, caste, colour, creed, ethnic origin, impairment, marital status, place of origin, political opinion, race, sex or sexual orientation.

LUX* Resorts & Hotels will ensure that no Team Member receives less favourable treatment and that opportunities for employment, training and promotion are accessible to all candidates irrespective of their status. No Team Member will be victimized for taking action against his employer for discrimination or for assisting a fellow Team member in taking such an action.

LUX* Resorts & Hotels has a commitment to moral conduct, ethical behaviour and operations according to the Code of Ethics Policy. The Personal conduct of each Team Member, whether on or off duty, that adversely affects the image or reputation of the Company will not be acceptable. All Team Members must be honest, courteous and act in an efficient manners with anyone they come into contact with in public or in private.

Moreover, **LUX* Resorts & Hotels** encourages any Team Member of the Company to report promptly on any inappropriate practices or actions according to the Whistleblowing Policy.

LUX* Resorts & Hotels encourages any Team Member who feels dissatisfied with any matter relating to his work, to immediately raise the grievance verbally, or in writing, with his immediate superior, by which the grievance can be aired and resolved as near as possible to the point of origin according to the Grievance Procedures.

In addition, **LUX* Resorts & Hotels** undertakes that selection for employment, promotion, transfer and training and access to benefits, facilities and services will be fair and equitable and based solely on merit.

LUX* Resorts & Hotels will take the following steps to implement the Policy as follows:

- a) The Policy is a priority for the organisation and the Chief Human Resources Officer will be responsible for the day-to-day operation of the Policy.
- b) The Policy will be communicated to all Team Members of LUX* Resorts and will be posted on the organisation's website for the information of all Team Members and job applicants.
- c) Regular consultations will be held with Team Members, their representatives, the trade unions (if any) on the Policy, and on related action plans and strategies.
- d) All Team Members will be trained on the Policy; on their rights and responsibilities under the Policy, and on how the Policy will affect the way they carry out their duties and also what constitutes acceptable and unacceptable conduct in the organisation.
- e) Managers and Team Members in key decision-making areas will be trained on the discriminatory effects that certain provisions, practices, requirements, conditions and criteria can have on employees and the importance of being able to justify decisions to apply them.
- f) Complaints on alleged discrimination in the course of employment will fully be investigated and appropriate disciplinary actions will be taken whenever deemed necessary.
- g) Opportunities for employment, promotion, transfer and training will be advertised widely, internally and externally. All applicants will be welcomed, irrespective of their status, save in cases where a genuine occupational requirement or statutory exception applies. Selection criteria will be entirely related to the job or training opportunity and all Team Members will be encouraged to develop their skills and qualifications, and to take advantage of promotion and development opportunities in the organisation.
- h) Grievances, disciplinary action, performance appraisal and termination of employment will be monitored.

