



Prevention of Sexual Harrassment

Aim and Scope of this Policy

Village is committed to maintaining a safe and inclusive location that is free from all forms of sexual harassment.

Definition

Sexual harassment is defined as unwelcome and inappropriate behavior of a sexual nature that creates a hostile, intimidating, or offensive environment.

This policy applies to all business units within Village Hotels including all employees, sub-contractors, agency staff and any other individuals or organisations deemed to be part of the business operation together with all guests and members using any Village facilities.

Examples of Prohibited Behavior:

- Unwanted sexual advances or requests for sexual favors (quid pro quo).
- Inappropriate comments, jokes, or verbal harassment with a sexual undertone.
- Sexual coercion or physical contact without consent.
- Display of inappropriate material or online harassment.
- Creating a hostile environment through repeated sexual comments or behavior.
- Retaliation for rejecting or reporting sexual advances.

Reporting Incidents of Sexual Harrassment

There are a number of ways in which sexual harassment can be reported and individuals who experience or witness incidents of sexual harassment are encouraged to report such incidents promptly.

Village provides multiple avenues for reporting, allowing individuals to choose the option they are most comfortable with.

Reports can be made to: Any Hotel Manager or Head of Department

Reports can be made by email to the whistleblowing email address:

whistleblowing@village-hotels.com

Reports can be made to General Counsel Kelli Turner at Kelli.Turner@village-hotels.com

Principles

The following principles are key to the prevention of sexual harrassment:

1. All beneficiaries, regardless of age, gender, ability or disability, race, faith, culture, language, size, shape, language or sexual identity, have the right to protection from sexual harrassment; and
2. All allegations or suspicions of sexual abuse, neglect, harm will be taken seriously and responded to swiftly, fairly and appropriately.

Addressing Concerns: If you are unsure or have any queries or concerns regarding situations you consider to raise incidents of sexual abuse please speak to General Counsel at kelli.turner@village-hotels.com