

Human Rights Policy
Withceed Hospitality Management Inc.

“WITH – CEED: Together, We Proceed,” we move forward alongside our clients, partners, guests, employees, and their families—creating a future filled with genuine smiles, meaningful connections, and shared happiness.

We are committed to creating a respectful and inclusive environment where human rights are upheld and everyone feels safe, valued, and free from discrimination or harassment.

At Withceed Hospitality Management, respect for people is at the heart of everything we do.

We are committed to fostering an environment where every individual is treated with dignity, fairness, and care—free from discrimination, harassment, or harm.

We believe that promoting human rights is an essential part of responsible hospitality, and we uphold these values across all of our business activities.

1. Our Commitment

We are committed to upholding internationally recognized human rights.

These include:

- The *International Bill of Human Rights*
- The *ILO Declaration on Fundamental Principles and Rights at Work*
- The *UN Guiding Principles on Business and Human Rights*

We strive to align our business practices with these global standards.

2. Scope

This policy applies to all directors and employees of Withceed Hospitality Management Inc.

We also expect our business partners, suppliers, and all stakeholders to understand and support this policy, and to uphold respect for human rights in their own practices.

3. Respect for Human Rights in Our Business Activities

We recognize the following as key human rights priorities in everything we do:

- Equality and Non-Discrimination

We are committed to providing an inclusive environment where everyone is treated with fairness and respect. Discrimination based on race, nationality, gender, place of origin,

sexual orientation, gender identity, age, religion, beliefs, or disability is strictly prohibited.

- Zero Tolerance for Harassment

We maintain a workplace free from harassment and do not tolerate any form of unfair or inappropriate treatment.

- Prohibition of Forced Labor

All employment must be voluntary. We do not permit any form of forced or coerced labor.

- Prohibition of Child Labor

We strictly comply with all applicable laws regarding minimum working age and do not employ individuals below the legal age requirements.

4. Remedy and Correction

We strive to prevent and mitigate any adverse human rights impacts arising from our business activities.

Should any issue be identified, we take prompt and appropriate action to address and remedy the situation.

5. Education and Awareness

We provide ongoing training and awareness programs to ensure that all employees understand and uphold this policy in their daily work.

6. Dialog and Collaboration with Stakeholders

We actively engage with stakeholders and external experts to continuously strengthen and improve our human rights initiatives.

7. Transparency and Disclosure

We are committed to transparency and will share information about our human rights efforts through our website and other appropriate channels.

Established: May 8, 2025