



## HUMAN RIGHTS POLICY

**Commitment:** At Cirus Apartments, we commit to respecting the human rights as defined in the Universal Declaration of Human Rights; the International Covenant on Civil and Political Rights; the International Covenant on Economic, Social and Cultural Rights; the ILO Declaration on Fundamental Principles and the Rights at Work and Slovenian law-related decrees and acts and Constitution.

This policy applies to Cirus Apartments and our business partners, vendors, suppliers and guests.

We believe that our business can help to promote human rights through our accommodation services, but also acknowledge that without proper oversight, it can present risk to human rights as well. We will do all in our power to promote human rights through our services.

**Approach and key impact areas:** Our approach to human rights begins with understanding how our activities including our services and products, as well as the activities of our business partners, may impact, either positively or negatively, our rightsholders. These include our employees and contractors, customers, supply chain workers and the broader community. We strive to ensure that the rights of these rightsholders are respected and promoted through our activities and those of our business partners. We work to meet this commitment through the activities outlined below.

**Fair and Safe Work:** We believe employees should be treated with dignity, respect and fairness, and should not be subject to harassment, discrimination, forced labour or inhumane treatment. We are working continuously to providing a safe, inclusive work environment for our employees and contractors in line with international labour standards wherever we do business. To promote these values across our supply chain, we will implement more robust oversight mechanism and expectations for our business partners to meet these same standards in their own operations.

**Partnerships:** We believe in doing business and cooperation with partners that share our values and commitments to respect human rights. While we strive to work only with partners that share our human rights commitments, sometimes this might not always be the case. To mitigate risks of human rights violations further down our supply chain, we will strengthen our ongoing partnership due diligence and review process, including a review of potential human rights considerations as part of that due diligence, and use our leverage when partner-related risks are identified.

Kočevje, 2021

A handwritten signature in blue ink, consisting of several overlapping loops and lines, positioned to the right of the date.