



Community Engagement Policy

Heritage Hotels and Resorts' core values are closely tied with our tagline of 'where tradition is alive'. An amalgamation of heritage, tradition and vibrancy of the cultures of the destinations and localities in which we operate, for Heritage Hotels and Resorts, the communities surrounding our hotels and resorts are an integral part of our system.

As such, Heritage Hotels and Resorts is committed to supporting and working with the local communities in which we are based. We are committed to operating our business in a way that helps preserve and promote the culture and heritage of the destination as well as the local economy.

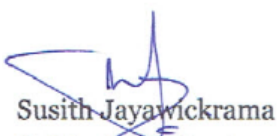
We believe that maintaining a constant dialogue with our local community is crucial to ensure that we are contributing to the well-being of local people and their living environment. As such our goals for community engagement include;

- Supporting initiatives that improve the community
- Supporting the local economy
- Respecting and protecting local culture, traditions, and way of life
- Supporting and protecting access to essential resources and services

What we do to achieve our goals

- We encourage our guests to explore the history, culture and traditions of the destination and our local community as well as the local products and services that are on offer.
- We encourage our guests to support our community work by conducting regular charity drives and by inviting them to participate in our charity events where possible.
- We provide our guests with guidance on how to behave responsibly outside of the hotel with respect to local people, flora, and fauna.
- We contribute to the upkeep of culturally and spiritually important sites by donating labour and materials each year and encouraging guests to visit them.
- Where possible, we give preference to local and regional products and services as stated in our Purchasing Policy.
- We give preference to local staff in the recruitment process as stated in our Recruitment Policy
- Every year we offer one apprenticeship placement to local personnel.
- We regularly assess the impact our business has on the local community and engage with the affected stakeholders.
- We make sure that local and indigenous people are treated fairly and equally by being in permanent dialogue with them through regular meetings.
- We make yearly financial contributions to various local charities.
- As part of our volunteer programme, our employees are free to volunteer for local initiatives of their choice.

These Policies are communicated internally and externally via staff handbooks, noticeboards, supplier contracts and our website.


Susith Jayawickrama
Jt. Managing Director

Aitken Spence Hotel Managements (Pvt) Ltd.