****

**Human Rights Policy - TUI BLUE The Passage**

TUI BLUE The Passage is firmly committed to conducting business with a deep respect for human rights, recognising the inherent value and dignity of every individual. Our commitment goes beyond compliance with legal obligations, as we acknowledge the shared responsibility to uphold and protect human rights throughout our operations. This policy underscores TUI BLUE The Passage dedication to fostering an inclusive and equitable workplace culture that respects the fundamental rights of all individuals involved in our business activities.

1. Equal Human Value and Dignity:

1.1 TUI BLUE The Passage recognises that all individuals possess equal human value and dignity. We prioritise the respect for human rights in every facet of our operations. Directors, executives, and employees collectively champion a corporate culture that upholds and complies with the following policies:

2. Principles of Human Rights:

2.1 Treat everyone with equality and fairness, upholding human dignity without discrimination based on place of origin, race, nationality, sex, age, skin color, religion, thought expression, physical condition, status, or any differences.

2.2 Engage in business activities that directly or indirectly refrain from violating the human rights of those involved.

2.3 Support and respect the protection of human rights, diligently working to prevent the company from becoming implicated in human rights violations.

2.4 Foster effective communication with stakeholders along the value chain, ensuring a mutual understanding of our commitment to human rights.

3. Risk Management:

3.1 Regularly monitor, audit, and assess the risk and impact of human rights within our operations.

3.2 Establish guidelines and measures to manage human rights risks appropriately, promoting a proactive approach to preventing and addressing potential violations.

4. Continuous Improvement:

4.1 TUI BLUE The Passage is committed to establishing effective procedures that facilitate the implementation of our Human Rights Policy.

4.2 Engage in regular reviews and updates to the policy, reflecting changes in best practices, industry standards, and the evolving needs of the business and the community.

This Human Rights Policy underscores CENTEL's dedication to conducting business responsibly, upholding the principles of the UN Framework, and fostering a workplace culture that respects and protects the human rights of all individuals involved in our operations.

**Vicky Vorakamon**

(Executive Assistant Manager)   
 **Date:** 12/10/2025