

FORT AMHERST HALLOWEEN LIMITED

POLICY ON WEARING OF KIRPAN

1. Purpose/Rationale

- 1.1. Fort Amherst Halloween Limited (hereinafter, the "Company") respects the rights of those that are baptised observers of Khalsa Sikhism and those who observe the Sikh religion to wear a kirpan as a part of their religious beliefs. The purpose of this policy is to provide guidelines for accommodating the kirpan during the Company's event and safeguarding all its customers, staff and volunteers.

2. Scope

- 2.1. This applies to all customers, employees and visitors to the Company's event.

3. Definitions

- 3.1. Kirpan: is a small ceremonial sword approximately three to seven inches in length and, in Sikh religion is a symbol of courage, self-sacrifice, defence of the weak and righteousness. Wearing the kirpan is a requirement of being a Khalsa Sikh. The ceremonial knife symbolises each individual's duty towards other human beings, particularly the poor and oppressed, and is worn on the person. This is not a weapon, and strict rules prohibit its use as such. It is never to be removed from its sheath. For safety reasons, two or three clasps hold the kirpan securely in the sheath. Only Khalsa Sikhism requires that a baptised Khalsa Sikh is required to wear a kirpan.

4. Policy

- 4.1. Kirpans may be worn at the Company's event only by those who are baptised observers of Khalsa Sikhism and those who observe the Sikh religion and are able to demonstrate that they must wear a kirpan as part of their religious beliefs. However, wearing a kirpan shall be permitted subject to the following conditions:
 - 4.1.1. The wearer of a kirpan must make themselves discreetly known to security upon entry and inform them that they are carrying a kirpan.
 - 4.1.2. The wearer must be a Khalsa Sikh (baptised) or must satisfy the Company that the wearer sincerely believes as part of their religious beliefs that they must wear a kirpan.
 - 4.1.3. Individuals will be required to provide, at least seven (7) days in advance of their attendance, a letter from the Gurdwara (place of worship) confirming that they are Khalsa. Those who are not Khalsa Sikhs will be required to submit, at least seven (7) days in advance of their attendance at the event, an explanation as to why they must carry a kirpan, notwithstanding they are not Khalsa Sikhs; a determination will be made on a case by case basis in that situation.

- 4.1.4. The kirpan (hilt, blade and sheath) is not to be greater than six (6) inches in length but smaller kirpans are preferable. The length of the blade must not exceed four (4) inches.
- 4.1.5. The kirpan is not to be worn visibly, but securely under the wearer's clothing.
- 4.1.6. The kirpan must be sufficiently secured to render removal difficult, but not impossible.
- 4.1.7. There may be necessary modifications to the experience for the individual wearing the kirpan, to ensure that they and all third parties are sufficiently protected from inadvertent physical harm.
- 4.1.8. That the right to wear the kirpan may be suspended if it is misused by the wearer.
- 4.2. The Company reserves the right to periodically, in a private and sensitive manner, seek to verify that the limitations with respect to kirpan length, security measures and concealment continue to be met.
- 4.3. A person's right to entry will be suspended by the Company for failure to comply with the conditions noted above. The Company directors, either collectively, or their representative director at the event, will be the final determinator on whether the conditions have been complied with.

23.10.2023