

# Sustainability (ESG) Policy

## THE INDIAN HOTELS COMPANY LIMITED (“IHCL”)

### Our Philosophy

The Indian Hotels Company Limited (IHCL) is committed to integrate environmental, social and ethical principles into its business, which is central to improving the quality of life of the communities we serve globally and enhancing long-term stakeholder value.

### Alignment

IHCL aims to integrate environmental, social and ethical principles in its operations. The Company is committed to comply with all the laws and regulations that apply to it, with highest ethics, integrity and honesty. The Company shall also identify relevant and material sustainability issues through stakeholder engagement.

### Our Principles

IHCL shall:

- Integrate sustainability considerations into all business decisions and key work processes, with the aim of creating value, mitigating future risks and maximizing opportunities.
- Follow the highest standards of governance and transparency.
- Embody principles of product stewardship by enhancing health, safety, environmental and social impacts of products and services across their lifecycles.
- Provide employees, guests and business associates with working conditions that are clean, safe, healthy and fair.
- Strive to be neighbours of choice in the communities in which we operate and contribute to their equitable and inclusive development.

### Our Commitment

IHCL will aspire for global sustainability leadership in the hospitality sector. To achieve this, we will:

- Identify relevant and material sustainability issues and develop comprehensive sustainability strategies with goals, targets, mitigation and adaptation action plans to address them under the aegis of our board.
- Constitute a governance structure to oversee our sustainability commitments.
- Report in line with global reporting frameworks.

## Our Focus Areas

### 1. Environmental Stewardship

Environment Stewardship emphasizes on Indian Hotels Company Limited's efforts towards its environmental journey. It covers various aspects of environment including climate change, energy and emissions management and sustainable building operations.

### 2. Social Impact

Social Impact highlights the efforts towards Indian Hotels Company Limited's social journey. It involves creating impact on community, employees and guests.

### 3. Transparent and Ethical Business Conduct

IHCL shall carry out business with its stakeholders transparently and ethically.

Dated: March 15, 2022