

POLICY ON ENVIRONMENT, HEALTH AND SAFETY

Philosophy

ITC Hotels Limited ('ITCHL') is committed to conducting its operations with due regard for the environment and to provide a safe and healthy premise for its employees & guests.

This Policy is applicable to the Company's entire operations / employees / guests as well as contractors or individuals in the Company's premises.

Policy

It is ITCHL's Policy:

A. Compliance and management systems

1. To contribute to sustainable development through the establishment and implementation of environment, health and safety ('EHS') standards that meet the requirements of relevant laws, regulations and codes of practice.
2. To endeavour to create a safe working environment aligned with the goal of 'Zero Accidents'.
3. To take into account environment and occupational health & safety aspects in planning and decision-making.

B. EHS Performance

1. To continuously endeavor to improve EHS performance and reduce environmental impacts by setting objectives and targets.
2. To regularly monitor key performance indicators and report the progress to stakeholders.
3. To provide safe and healthy working conditions for the prevention of work-related injury and ill-health through the process of risk identification and systematic assessment with active participation of the employees.
4. To continuously endeavor to provide a safe, secure and healthy environment for all our guests.

5. To encourage a culture of safety by providing appropriate training to employees as well as service providers' employees on EHS, encouraging investment in state-of-the-art technology and developing human capital.
6. To instill a sense of duty in every employee, including those of service providers at the Company's premises, towards their personal safety, as well as that of their co-workers and guests.

C. Awareness and training

1. To raise awareness among internal and external stakeholders on the Policy and relevant environmental issues;
2. To provide adequate training to employees towards effective implementation of the Policy.

For suppliers and partners, refer the section: I.(D) Safe and Healthy Working Conditions of the 'Code of Conduct for Suppliers and Service Providers'.

Governance and Implementation

- (a) ITCHL has appropriate systems and processes in place to ensure compliance with the Policy and with statutory provisions, as applicable, including processing of grievances for redressal. ITCHL through Strategic and Executive Management Committee ('SEMC'), will ensure progressive implementation of the Policy, and also communication of the Policy to the employees.
- (b) Compliance with the Policy will be regularly monitored and evaluated by the CSR & Sustainability Compliance Review Committee ('CSR & SCRC') of the SEMC. The report of the CSR & SCRC will be reviewed by the SEMC.
- (c) The CSR and Sustainability Committee of the Board will supervise the implementation of this Policy and will annually review the progress of its implementation.