

POLICY ON PROHIBITION OF CHILD LABOUR AND FORCED LABOUR

Philosophy

ITC Hotels Limited ('ITCHL') believes in a "No Child Labour and No Forced Labour" policy.

Policy

It is ITCHL's Policy:

1. To ensure that no person below the age of eighteen years is employed in the workplace.
2. To prohibit the use of forced or compulsory labour at all its Units.
3. To ensure that no employee is made to work against his / her will or to work as bonded / forced labour, or subjected to corporal punishment or coercion of any kind, related to work.
4. To refrain from engaging with vendors and suppliers who resort to using child labour and forced labour in their operations.

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.