



Mahindra Holidays & Resorts India Limited

ClubMahindra

Sustainability Policy

Policy Statement:

Mahindra Holidays & Resorts India Limited (MHRIL) believe to strive in adopting sustainable practices in our all operations as it is not only vital for us but also it provides us with a competitive advantage in the long term and gives us an edge over our competitors.

Sustainability at MHRIL is seen as *"meeting the needs of the present without compromising the ability of future generations to meet their own needs"*. We incorporate social responsibility by treating our associates and communities fairly, as well as protecting and improving the natural environment.

Values

MHRIL supports these values by delivering *"Triple Bottom Line"* benefits by focusing on the following:

- a) Economic sustainability- generating prosperity, at different levels of society and addressing the cost effectiveness of all economic activity. Crucially, it is about the viability of enterprises and activities and the ability to maintain it in the long term. Implementing innovative programs and practices that conserve natural resources and in turn reduce cost, improves revenues or generate new revenues from sustainable products and services.
- b) Social sustainability - respecting individual rights and creating equal opportunities for all in the society. It requires an equitable distribution of benefits, with a focus on alleviating poverty, improving livelihoods, recognizing and respecting different cultures and avoiding any form of exploitation.
- c) Environmental sustainability – conserving the natural resources, by adopting renewables, recycle, reuse and reduce the dependence on these resources, especially those that are intangible.

Purpose

This Sustainability Policy aims to integrate a philosophy of sustainable development into all the Organisation's activities and to establish and promote sound economic, social and environmental practices in our operations.

Principles

Our Sustainability Policy is based upon the following principles:

- To abide by all laws & regulations by conducting its business in a responsible manner
- To integrate sustainability into strategy, in all our business decisions and identifying/addressing risks, creating opportunities arising from sustainability



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- To abide by all laws & regulations by conducting its business in a responsible manner
- To integrate sustainability into strategy, in all our business decisions and identifying/addressing risks, creating opportunities arising from sustainability
- Ensure that employees are educated on sustainable practices and encourage/help employees, other stakeholders to implement and promote sustainability initiatives
- Optimise use of natural resources through alternative materials, reuse and recycling
- Adopt eco-friendly technologies in our business operations to achieve better environment and social performance.
- Focus on improving energy efficiency, water conservation, waste management, biodiversity conservation across all operations.
- Mitigate Green House Gases (GHG) emissions and reduce carbon footprint.
- Nurture our human capital through engagement, training and development to improve quality of life
- Set clear targets for frequent improvement in environmental, health and safety performance and monitor such targets
- Provide and maintain a clean, healthy and safe working environment for employees, members and the community.
- Upholding the highest standards of Business Ethics and Corporate Governance.
- Striving to develop new products and improve existing ones in order to consistently enhance the value proposition of our Members while taking care of the environment. Minimising safety and health impacts of our products and services.
- Conducting rigorous audits, evaluations, reviewing, updating and self-assessments of the implementation of this policy.

This Policy is subject to revisions as and when deemed necessary and the same shall be circulated to all Committee Members, employees and stakeholders.

Mr. Kavinder Singh

Managing Director and CEO

Date : 19.08.22