

LEMON TREE HOTELS LTD. HUMAN RIGHTS POLICY

Our Commitment

Respecting, protecting and promoting human rights is at the core of the corporate philosophy and values of Lemon Tree Hotels Ltd. (LTH) We strive to conduct our operations in a manner that is in line with international human rights standards such as the [United Nations Universal Declaration of Human Rights](#) (UDHR) and the [International Labor Organization's Declaration on Fundamental Principles and Rights at Work](#) ("ILO Declaration") and other industry best practices.

Our efforts are aimed at advancing the betterment of local communities and we diligently work towards sensitizing our key stakeholders on eliminating potential violations of human rights. The objective of our human rights policy is to provide an overview of expectations from our employees and business partners including material third-party contractors. In addition to our Human Rights Policy, we have a Supplier Code of Conduct that separately outlines our expectations from our suppliers.

1. Guiding Principles

Employee Rights and Safety

- It is our endeavor to provide a conducive working environment for our employees in terms of compensation, employee benefits, working hours and employment security in accordance with applicable labour laws and industry norms.
- Every employee of LTH has the right to work in a safe, healthy and dignified environment. We strive to ensure sound occupational health and safety measures aimed at promoting overall well-being of our employees. All employees are covered by comprehensive health insurance, under [Employee State Insurance Scheme Act](#), 1948 or covered under the Group Medical Insurance.
- We focus to provide an appropriate work-life balance, best-in-class learning and development and early career advancement opportunities for all our employees.

Discrimination and Harassment

- LTH has a no-tolerance policy towards any form of misconduct, disrespectful behavior, unfair treatment and harassment at the workplace. Trainings to prevent discriminatory practices are provided to all employees on a regular basis.
- As outlined in our Code of Conduct, we strive to maintain a work culture that is devoid of any form of discrimination against employees on the basis of

gender, age, religion, caste, color, creed, marital status, sexual orientation, political affiliation, disability, nationality or any such related factors.

- Our Corporate Ethics Committee (CEC) is responsible for addressing all concerns and complaints that are received from our employees. In addition, the committee also serves as the Internal Complaints Committee (ICC) at the corporate level.
- The ICC deals with complaints pertaining to sexual harassment at the workplace as per the guidelines of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (“POSH Act”). The Unit’s ICC (UICC) swiftly addresses all such complaints and gives their recommendations as per the timelines stipulated in the POSH Act. Further, if the complainant is not satisfied with the recommendations of the UICC, they can escalate their complaint to the appellate authority constituted under the POSH Act. All possible efforts are taken to protect the anonymity and privacy of the complainant.

Diversity and Inclusion

- LTH is an equal opportunity employer and promotes a work environment that is built on the pillars of ability, equality and skilling
- In alignment with our policy on diversity, we focus on mainstreaming Opportunity Deprived Indians (ODIs) which includes Employees with Disability (EwD) and Employees from Economically/Socially Marginalized segments (EcoSoc). We regularly provide full-time employment to ODIs.
- Our long-term goal is to foster an organizational culture that is characterized by unique backgrounds, experiences and abilities of our employees.

Child and Forced Labour

- As an ethical and responsible employer, we prohibit the use of child labour across our entire operations in compliance with applicable legislations related to minimum age requirements. Our employees must be at least 15 years of age or where local legislation stipulates a higher minimum age; the higher limit shall apply. Workers between the age of 15 and 18 years will be considered young workers¹ and our company will ensure compliance with legal requirements for the work of authorized young workers
- LTH has a zero-tolerance policy against the use of any form of forced labour including prison labour, bonded labour, indentured labor and human trafficking within our hotel premises.

• ¹ The Child Labour (Prevention and Regulation) Amendment Act allows adolescents to work in non-hazardous occupations and processes. If an adolescent is employed, the following conditions must be satisfied by the employer, wherein the total time spent working by an adolescent cannot exceed 6 hours in a day, including the time spent in waiting for work.

Anti-Corruption

- LTH condemns facilitation payments, bribery, gifts constituting an undue influence, kickbacks, favoritism, cronyism, nepotism, embezzlement, misuse of confidential information, theft and various forms of procurement fraud.
- In alignment with our Whistleblower Policy, LTH has an open-door policy by which employees can share their concerns, complaints or grievances with either their supervisor or any other management representative. If an employee is unable to get a satisfactory response from either of them, they can report their concerns to the Vigilance Officer, who is tasked with the responsibility of investigating all reported violations.
- All stakeholders must follow the anti-corruption process and report any evidence or suspicions of a breach.

Community Engagement

- LTH aims to address the needs of communities where we operate by listening to, learning from and considering their views as we conduct our business.
- Through our partners, we actively participate in constructive dialogue with local communities on critical human rights matters that are important to them.
- Promoting employment opportunities/skill enhancement within local communities is an integral component of our engagement strategy.
- LTH acknowledges the right of local communities to live in a safe and healthy environment. In alignment with applicable environmental legislations and internal policies, we strive to work towards ensuring that our operations do not have any adverse impact on the basic needs of local communities.

2. Reporting concerns related to Human Rights

We are committed to the well-being of all our employees and a Vigilance Officer has been appointed who has specific and exclusive responsibility to investigate all reported violations and is accessible at ourvoice@lemontreehotels.com.

Further, for any feedback related to this Policy, write in to ESG@lemontreehotels.com.

Note: This document seeks to broadly outline our commitment to protecting and advancing human rights throughout our operations. Detailed procedures on our obligations in relation to this policy are available to our employees through internal portals. Further, applicable company policies as per SEBI LODR are publicly available and constantly updated on our website.