

EQUAL OPPORTUNITY POLICY

Lemon Tree Hotels Limited including its Group Companies (“**Company**”) are committed to providing equal opportunity in terms of recruitment, employment, and conditions of service to all persons, without any discrimination on grounds of their disability, gender, race, color, religion, sex, sexual orientation, national origin, HIV status or due to belonging to any other legally protected classes. The Company is also committed to complying with its obligations under the Rights of Persons with Disabilities Act, 2016 and the rules framed thereunder as well as the Transgender Persons (Protection of Rights) Act, 2019 and rules made thereunder. Accordingly, the Company has published this commitment to being an equal opportunity employer. This policy is subject to applicable regulations, qualifications, and merit of individual applicants and employees.

1. Prohibition against discrimination and harassment

Discrimination and harassment on the grounds of a person’s disability, race, color, religion, sex, sexual orientation, gender identity, national origin, HIV status or due to belonging to any other legally protected classes, are strictly prohibited by the Company.

If an individual applicant or an employee believes that they have been subject to discrimination or harassment of any kind, they are encouraged to immediately report the same to the Ombudsman of the Company at ourvoice@lemontreehotels.com. The Company will duly investigate any complaints of discrimination or harassment under this policy in accordance with applicable law. Employees found to have violated this policy shall be subject to disciplinary action up to and including termination of employment.

2. Recruitment and Hiring

All qualified persons including persons with disabilities may apply to any available vacancies in the Company. A list of available vacancies at the Company can be found on the Company’s Website at <https://careers.lemontreehotels.com/> and its LinkedIn Pages . The Company will recruit, hire, train, and promote qualified individuals in all job titles, and ensure that all other personnel actions are administered without regard to race, color, religion, sex, sexual orientation, gender identity, or disabilities.

3. Working at the Company

As an equal opportunity employer, all of the Company’s employment decisions are made on the merit of an individual. The Company ensures that any decisions in relation to its employees including but not limited to promotions, compensation, benefits, transfers, layoffs, return from layoffs, company-sponsored training, education, tuition assistance, social and recreational programs are administered without regard to a person’s disability, race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or due to belonging to any other legally-protected classes. The Company also undertakes periodic sensitization and awareness efforts in this regard.

Further, the Company is committed to making best efforts to make its workplace accessible to persons with disabilities and to persons of all gender identities to ensure that they are able to effectively discharge their duties in the establishment.

4. Personal data

The Company respects an individual's privacy and therefore any form of self-identification is solely an individual's choice. Any information received relating to this policy by the Company will be kept confidential by the Company in accordance with the Company's Data Privacy Policy. Refusal to provide information will not prejudice an employee or applicant.

5. Liaison officer under the policy

The Company has appointed Mr. Rajesh Kumar, Senior Vice President – Human Resources & Vigilance Officer as a liaison officer to guide and provide clarifications to any persons with disabilities who wish to apply or have applied for a position in the Company. Further, employees with disabilities who believe that they might require specific assistance or amenities to help them carry out their job functions may contact him.

6. Retaliation

Retaliation against any person who either raises a complaint of discrimination or harassment or exercises their right under this policy shall be punished with disciplinary action up to and including termination of employment. Additionally, the Company may escalate such instances to relevant authorities appointed under applicable law.