



ClubMahindra

Biodiversity Policy



Biodiversity is a key theme in the United Nations' 2030 Agenda for Sustainable Development. Both governments and private sector organizations are being called upon to realize Sustainable Development Goals (SDGs) 14 and 15.

- SDG 14 states “Conserve and sustainably use the oceans, seas and marine resources for sustainable development.”
- SDG 15 states “Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.”

The Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES) issued the global assessment report on biodiversity and ecosystem services in 2019, highlighting that biodiversity is declining in every region and issues an urgent call to halt and reverse the unsustainable use of nature.

In 2022, the historic Kunming-Montreal Global Biodiversity Framework was adopted by the parties to the United Nations Convention on Biological Diversity. Among the Framework's key elements are 4 goals for 2050 and 23 targets for 2030. Its 2050 vision is a world of 'living in harmony with nature' where 'biodiversity is valued, conserved, restored and wisely used, maintaining ecosystem services, sustaining a healthy planet and delivering benefits essential for all people'. The Framework importantly includes in its global targets for 2030 a target for businesses, to 'regularly monitor, assess, and transparently disclose their risks, dependencies and impacts on biodiversity' (Target 15: Businesses Assess, Disclose and Reduce Biodiversity-Related Risks and Negative Impacts).

At MHRIL, we recognise that our resort operations depend on and interact closely with natural ecosystems. We are committed to the conservation, sustainable use and restoration of biodiversity and ecosystem services across our operations and value chain, particularly where we operate in environmentally sensitive locations.

Accordingly, the Company shall not undertake or support operations, development or expansion activities within UNESCO World Heritage Sites or within IUCN Category I–IV protected areas.

To support this commitment, MHRIL has developed a Biodiversity Policy, defining specific, meaningful guidelines for doing business in a manner that is in keeping with our objective to “Operate in Harmony with Nature”. This policy features the standards and corresponding action areas pertaining to nature and biodiversity for all MHRIL’s operations.

1. Assessment of impacts and dependencies of our own operations on biodiversity and Ecosystem Services.

To achieve this:

- Undertake assessments of ecosystems and biodiversity in and around MHRIL’s operations, including during the planning, design, development, expansion or modification of resort properties and related projects, and periodically for operating resorts located in environmentally sensitive

areas, to understand nature-related risks, impacts and dependencies.

- Develop action plans to mitigate any negative impact on biodiversity and ecosystem due to our operations.
- Incorporate biodiversity protection strategies (and offset negative impacts) during new construction or expansion projects.
- Conduct third-party assessments for major facilities.

2. Continue our efforts to incorporate No Net Loss of Biodiversity

To achieve this:

- Adhere to the principle of Mitigation Hierarchy i.e., avoid, minimise, mitigate, and restore the impacts and dependencies on biodiversity and ecosystem services arising from operations, new projects and changes to existing facilities.

- Address biodiversity impacts specific to hospitality operations, including disturbance to wildlife, landscaping practices, chemical use, lighting and noise, and the prevention of invasive or non-native species, in order to protect local ecosystems and natural habitats.
- Achieve No Net Deforestation by adhering to no deforestation practices as far as practicable across our operations, and actively engage in reforestation efforts, if deforestation activities are unavoidable. Further to this commitment, we will also continue to engage with stakeholders, including local communities and environmental organizations, to promote and support sustainable nature management practices.
- Favour ecosystem-based approaches to address impacts and dependencies on nature.
- Monitor the action areas on a regular basis to measure biodiversity-related progress.
- Protect and promote biodiversity conservation across the Group, including undertaking initiatives and projects that positively affect the ecosystem and the species in it.
- Aspire to achieve a net positive impact on biodiversity over the long term, with the objective of moving beyond no net loss and delivering measurable improvements in ecosystem health, native species diversity and habitat condition across all resort locations by 2040.

3. Implementation Across Operations and Value Chain (Site / Resort Level)

To ensure effective on-ground implementation of this Policy, MHRIL shall adopt a site-level approach to biodiversity management across its resort operations.

To achieve this, MHRIL shall:

- Assign site-specific Biodiversity Champions at resorts to support implementation of biodiversity-related initiatives and practices.
- Integrate biodiversity considerations into resort-level operational planning, maintenance and improvement activities, particularly in environmentally sensitive locations.
- Define roles, responsibilities and performance expectations for Biodiversity Champions and relevant resort teams, aligned with the objectives of this Policy.
- Expect suppliers, contractors and service providers operating at resort locations, particularly those involved in landscaping, construction, waste management and facility services, to avoid activities

that result in biodiversity loss, habitat degradation or deforestation and to comply with applicable environmental and conservation requirements.

- Encourage business partners and contractors to align with MHRIL's biodiversity commitments and adopt practices that prevent adverse impacts on local ecosystems and natural habitats.

4. Performance Management and Oversight (Corporate Level)

At the corporate level, MHRIL shall provide oversight, coordination and performance monitoring to support consistent implementation of this Policy across resorts.

To achieve this, MHRIL shall:

- Integrate biodiversity considerations into corporate sustainability governance, performance management and review processes, including oversight of resort developments, expansions and major site-level projects.
- Review progress against biodiversity-related objectives periodically at appropriate management and

leadership levels.

- Use insights from site-level implementation to inform continuous improvement, capability building and alignment across resort operations.
- Support capacity building, guidance and knowledge sharing across resorts to strengthen biodiversity outcomes.
- Outcomes from assessments and site-level implementation shall inform corporate reviews, prioritisation of actions and continuous improvement across the resort portfolio.

5. Advocacy and thought leadership

To achieve this:

- Information disclosure: Periodically disclose nature-related performance and impacts publicly through credible, leading disclosure frameworks and bodies.

- Continue to foster important external memberships and partnerships to drive ambition and alliances for nature & biodiversity.
- Scale up employee awareness & education on biodiversity and nature.
- Continue to lead domestic and global advocacy, both at an industry as well as policy level.
- Collaborate with external experts, conservation organisations, local communities, academic institutions and government bodies to support site-level biodiversity monitoring, habitat restoration and locally relevant conservation outcomes, particularly in environmentally sensitive locations.

Governance:

The Sustainability Council, led by the MD-CEO, shall oversee progress on the implementation of the Biodiversity Policy across operations, developments and major site-level projects.

MHRIL will establish a channel through which employees and other organizations or individuals can report grievances related to biodiversity.

The policy will continue to drive MHRIL's commitment towards fulfilling the statutory requirement (SEBI-mandated BRSR) and voluntary obligation (e.g.: DJSI, etc.) for conservation and sustainable management of biodiversity and ecosystem services.

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THANK YOU!

