



Human Rights Policy



Introduction:

Respect for human rights is a fundamental belief of Mahindra Holidays & Resorts India Limited. The Company strives to respect and promote human rights in accordance with applicable national and international policy frameworks. MHRIL is committed to upholding human rights principles aligned with the International Labour Organization (ILO) mandates and the Universal Declaration of Human Rights (UDHR).

Applicability:

This Policy applies to all permanent and contract employees of Mahindra Holidays & Resorts India Limited (hereinafter referred to as “MHRIL”), including its subsidiaries and Joint Ventures.

Community and Stakeholder Engagement:

MHRIL recognises that it is part of the communities in which it operates. In accordance with the Company’s Corporate Social Responsibility (CSR) Policy, the CSR team engages with communities on human rights matters that are

relevant to MHRIL's operations and values. Through dialogue and engagement, MHRIL seeks to listen to, learn from and consider community perspectives while conducting its business. The Company believes that local human rights issues are most effectively understood and addressed at the local level.

Creating an Environment Free from Harassment:

Harassment is any form of unwelcome or unsolicited behaviour that has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment. In assessing whether conduct constitutes harassment, consideration is given to the perception of the recipient and whether the conduct could reasonably be regarded as having such an effect.

For harassment to occur, there does not need to be an intention to offend or harass. It is the impact of the behaviour on the recipient, together with the nature of the conduct, that determines whether it constitutes harassment. MHRIL has zero tolerance towards harassment in any form, including sexual harassment.

Sexual Harassment:

Sexual harassment is a specific and serious form of harassment, and MHRIL follows a zero-tolerance approach towards sexual harassment at the workplace. MHRIL is committed to providing a safe, non-hostile and harassment-free working environment at all its locations. Sexual harassment includes any direct or implied unwelcome physical, verbal or non-verbal conduct of a sexual nature.

Any complaint of sexual harassment is investigated in accordance with MHRIL's Prevention of Sexual Harassment (POSH) Policy. If proven, such conduct is treated as serious misconduct and a breach of the Code of Conduct. The POSH Policy applies to all persons associated with or visiting MHRIL at any of its locations, including employees, suppliers, contractors, partners and service providers. The Policy provides access to the Internal Committee (IC), redressal mechanisms, confidentiality safeguards, protection measures and awareness initiatives.

Diversity & Inclusion:

MHRIL has a well-defined and articulated inclusivity charter that guides its operations. The Company promotes and supports a diverse workforce at all levels and is dedicated to fostering a fair, transparent and respectful work environment.

MHRIL strives to maintain workplaces that are free from discrimination or harassment based on race, sex, colour, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion, or any other status protected under applicable law.

Recruitment, placement, development, training, compensation and advancement decisions are based solely on qualifications, performance, skills and experience.

Promoting Skill Upgradation and Career Development:

All employees are eligible to participate in capability-building programmes relevant to their roles and career development. MHRIL provides training opportunities without differentiation, covering functional, behavioural and leadership skills.

Internal programmes are open to employees at all levels and include role rotations through Internal Job Postings (IJP) and personal growth initiatives through management development programmes such as CMET and iGrow.

Safe and Healthy Workplace:

Protecting the environment and ensuring the health and safety of employees are of prime importance to MHRIL. The Company implements structured plans and systems to safeguard employee welfare. Relevant information, instructions and training programmes are communicated to employees to enable compliance with the organisation's health, safety and environment standards.

Workplace Security:

MHRIL is committed to maintaining a workplace free from violence, harassment, intimidation and other unsafe or disruptive conditions arising from internal or external threats. Appropriate security safeguards are provided for employees, with due respect for privacy and dignity.

To support employee safety during early and late working hours, particularly for women employees, adequate transportation arrangements are provided. At resort locations, transportation services are arranged for all employees to the nearest semi-urban or urban location to enable safe and reliable commuting.

Communication:

MHRIL communicates relevant and necessary information with employees regarding organisational policies, financial matters and long-term growth plans. Employees are informed of applicable laws, guidelines and internal policies at the time of joining and through periodic communication during their employment.

Quarterly Town Halls are conducted to share updates on organisational development, with participation open to all employees. Changes in processes are supported through periodic training programmes for relevant audiences.

Child Labour & Forced Labour:

MHRIL strictly prohibits child labour and all forms of forced or compulsory labour, including bonded labour, slavery and human trafficking. The Company does not employ individuals below the age of 18 years.

Working Times:

MHRIL complies with national legal working time regulations as a minimum requirement. The Company values rest,

leisure, holidays and a healthy work-life balance, and has established provisions within its policies and benefits accordingly.

Clear maximum working hours are defined in line with applicable laws to prevent excessive overtime. MHRIL is committed to ensuring that employees have adequate rest and leisure time. Provisions for annual paid leave and related entitlements are extended to all employees.

Remuneration:

MHRIL ensures fair remuneration based on internal and external benchmarks and pays employees at least the applicable legal minimum wage in a timely manner. The Company strives to support a living wage that enables a decent standard of living.

MHRIL upholds the principle of equal remuneration for men and women for work of equal value.

Grievance Redressal & Whistle Blower Mechanism:

The standards outlined in this Policy are implemented across MHRIL's business operations through relevant policies, processes and guidelines. Training programmes are conducted to strengthen awareness and understanding of human rights practices.

MHRIL's Whistle Blower Policy provides a critical mechanism through which stakeholders may raise actual or suspected violations. An independent ethics helpline and whistle-blower mechanism is available to report concerns. The Company prohibits retaliation against any individual who raises a concern in good faith.

Workforce Restructuring and Termination:

MHRIL is committed to fairness and transparency in workforce restructuring and termination processes. The Company follows minimum consultation and notice periods, in accordance with applicable laws, prior to workforce reductions or mass terminations, to support employees through transitions.

Review:

This Policy shall be reviewed at least once a year, or earlier if required, to ensure continued relevance and alignment with applicable laws and organisational requirements.

Manoj Bhat
Managing Director & CEO

Date: 29th December 2025



THANK YOU!

