



Occupational Health & Safety Policy

Purpose:

Mahindra Holidays & Resorts India Limited (“MHRIL”) considers occupational health and safety an essential and integral part of every operation and activity. MHRIL is committed to preventing work-related injury and ill health, providing safe and healthy working conditions, and protecting employees and other persons who may be affected by its operations. Safety and occupational health shall be treated as a core business value and integrated into operational decision-making.

This Policy establishes MHRIL’s commitments and guiding principles for managing occupational health and safety (“OHS”), preventing incidents and occupational ill health, complying with applicable requirements, consulting workers, and continually improving OHS performance.

Scope:

This Policy applies to MHRIL’s entire operations and to all employees, contractors and individuals working under the Company’s supervision across its resorts, offices and other operating locations. MHRIL also recognises its responsibility to take reasonable measures to protect guests, suppliers, service providers, visitors and any other persons who may be affected by its activities.

Compliance with Standards and Regulations:

MHRIL shall comply with applicable OHS laws and regulations. The Company shall also seek to align its OHS practices with relevant international standards. Applicable obligations shall be identified and reviewed periodically, and identified gaps shall be addressed through corrective action. Employees, contractors and others working under MHRIL's supervision are expected to comply with applicable OHS requirements.

Safe and Healthy Working Conditions:

MHRIL shall provide and maintain, so far as reasonably practicable, safe and healthy working conditions, equipment and systems of work. OHS considerations shall be integrated into decisions concerning the purchase of plant, equipment, machines and materials, and the selection, placement, instruction, training and supervision of personnel.

Hazard Identification and Risk Management:

MHRIL shall undertake hazard identification and OHS risk assessments across its operations in a phased and risk-based manner, with the objective of eliminating hazards wherever reasonably practicable and reducing OHS risks through appropriate preventive and control measures. Controls and corrective measures shall be established and implemented where risks are identified. Hazardous operations shall receive particular attention through risk analysis and periodic review. Learnings from incidents, near misses, audits and employee feedback shall be used to strengthen preventive and corrective controls.

OHS risks shall also be considered, as appropriate, when introducing new operations or making material changes to existing facilities, equipment, processes or working arrangements, with identified controls implemented prior to commencement wherever practicable.

Worker Consultation and Participation:

MHRIL shall consult workers and, where they exist, workers' representatives on matters affecting occupational health and safety. Employees shall be encouraged to participate in hazard and near-miss reporting, safety audits, risk assessments, incident reviews and safety promotion activities. Workers may raise safety concerns with their supervisors or Unit Heads without fear of retaliation. Appropriate information, instruction and training shall be provided to support informed participation and safe working practices.

OHS Objectives, Targets and Performance Metrics:

MHRIL shall establish measurable OHS objectives and targets appropriate to its operations and significant OHS risks. Performance metrics may include incident and injury rates, completion of safety training, closure of audit findings and corrective actions, and progress on risk-assessment actions. Performance against approved targets shall be monitored and reviewed periodically by management. Targets shall be reassessed, where required, to keep them relevant, meaningful and achievable.

Action Plans and Prioritisation:

MHRIL shall establish OHS action plans based on hazard identification, risk assessments, legal and other compliance reviews, audits, incidents and near-miss learnings, and worker feedback. Actions shall be prioritised according to the level of risk, with higher-risk areas and hazardous operations addressed first. Each action shall have a defined owner and target completion date, and progress shall be tracked through closure. Outcomes shall inform future objectives, resource allocation and continual improvement priorities.

Emergency Preparedness and Fire Safety:

MHRIL shall maintain suitable emergency preparedness and response arrangements for its operations. Adequate fire-fighting systems shall be maintained at applicable locations, with inspection and maintenance at regular intervals. Employees shall receive appropriate fire safety training, and drills shall be conducted periodically.

Continual Improvement:

MHRIL shall periodically evaluate OHS performance and compliance through appropriate reviews, audits and inspections. Findings and learnings from audits, incidents and near misses, risk assessments, worker consultation and feedback, performance results, and changes in legal and other requirements shall be used to strengthen controls, procedures, competence-building and action plans.

Training, Awareness and Competence:

MHRIL shall provide appropriate OHS information, instruction, awareness and training to employees based on their

roles, responsibilities and associated risks. Relevant contractors and other persons working under MHRIL's supervision shall be appropriately informed of applicable OHS requirements before undertaking work.

Governance and Accountability:

The Head of Operations is responsible for overall adherence to this Policy. Unit Heads are responsible for adherence within their respective units. The Corporate Safety Officer is responsible for supporting implementation of the Policy and periodically reviewing its effectiveness.

Employees, contractors and persons under MHRIL's supervision are responsible for following applicable OHS requirements, participating in required training, using prescribed controls and promptly reporting hazards, near misses, incidents and unsafe conditions.

Review:

This Policy shall be reviewed at regular intervals and updated as necessary to remain relevant to MHRIL's operations

and aligned with applicable legal and organisational requirements. The Policy may also be reviewed in response to material changes in operations, facilities, processes or OHS requirements, where such changes may have implications for occupational health and safety.

Manoj Bhat
Managing Director & CEO

Date: 15th October 2026



THANK YOU!